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ABSTRACT

This report presents information on certified professional staff in the 165 public school districts in Connecticut. (Certified professional staff includes teachers, school counselors, psychological examiners, school psychologists, social workers, reading consultants, and administrators.) Following a narrative summary, 16 graphs, 7 tables, and 4 statistical appendices provide data on sex, race, age, education, prior Connecticut teaching experience, salary, salary growth, and assignment of the nearly 37,000 full-time equivalent, certified professional staff employed in the state's local pulic school districts. (GC)

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SCHOOL STAFF REPORT

Certified Professional Staff
in the 165 Towns and Regional
School Districts of Connecticut
in September 1984

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PREFACE

This eighth annual School Staff Report presents information on the certified professional staff in the 165 public school districts in Connecticut. Certified professional staff includes teachers, support staff (school counselors, psychological examiners, school psychologists, social workers, and reading consultants) and administrators. Descriptive information includes data on sex, race, age, education, prior Connecticut teaching experience, salary, salary growth, and assignment.

Prior to 1978, staff data for teacher certification and for this report were collected by the State Department of Education on form ED004. Because this form partially duplicated the data collected on form TRB-3 by the Teachers' Retirement Board, form ED004 was merged with TRB-3 in 1978, reducing the reporting required of local districts. This unified data collection provides the Teachers' Retirement System with the list of active teachers and their salaries, the State Department of Education's Teacher Certification Unit with the assignments of teachers which are checked against their certification, and the State Department of Education's Office of Research and Evaluation with the information for the School Staff Report and other reports.

Several refinements have been introduced since the original report. The whole report has been reformatted, the percentage of minority staff in each assignment is reported, and several new figures and tables have been added. These include (a) principals' salaries by school level, (b) annual percent change in teachers' and support staff's salaries, (c) annual percent change in administrative salaries, and (d) starting salaries of teachers. Over the years, several improvements have been made in the calculation of the staffing ratios. These have included (a) incorporation of secondary administrative or teaching responsibilities into the calculation, and (b) the removal from the calculation of staff serving nonpublic school pupils under CGS 10-217a, staff in adult education, and staff on paid leave. Other changes have included the improved definition and identification of administrative positions, identification of part-time staff serving in more than one district, and the addition of teaching assignments within vocational education and the social sciences. These changes, along with improved data verification techniques, have made the data in this report an accurate reflection of the professional staff in September 1984 as reported by the local education agencies.

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Significant facts about the certified professional staff in the 165 local public school districts are summarized here. In each case the table, figure, or page in the report from which the information was taken is referenced. The reader is encouraged to look there for more specific details.

- There were 36,046 full-time staff in September 1984. This is 130 more than last year but 3,158 (8.1%) below the count of five years ago (see Table 1).

- Increased numbers of staff over last year occurred among elementary teachers (+151), special education teachers (+108) and support staff (+26). The number of special education teachers has increased by 689 (23.9%) since 1978.

- Women hold 19.5% of the administrative positions, the highest percentage ever recorded (see Appendix A). Their number in these positions increased by 23 over last year.

- There were 2,012 full-time staff who left (retired, resigned, on leave, on sabbatical, etc.) between September 1983 and September 1984. They were replaced by 916 staff with no prior Connecticut experience and 1,100 experienced (returning) staff (see pages 3 and 4).

- The mean salary of teachers and support staff was $24,954, an increase of 8.6 percent over last year, and $1,408 above the national average (see Figure 1). The National Education Association estimates the average Connecticut teachers' salary to be 6th ranked among the twelve New England and Mideast states and 16th nationally.

- The mean salary increase of the full-time teachers and support staff active in both 1983-84 and 1984-85 was 10.5 percent (see Figure 2).

- The mean salary of administrators was $39,552, an increase of 8.3 percent over last year. Superintendents averaged $48,586 and principals' average salaries ranged from $38,698 for those in elementary schools to $43,042 for those in high schools (see Figures 3, 4 and 5).

- The mean raise of an administrator holding the same position in both 1983-84 and 1984-85 was 9.1 percent (see Figure 6).

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- Teachers and support staff averaged 41.9 years old and had 13.4 years of Connecticut teaching experience. Administrators averaged 48.1 years old and had 21.0 years of experience (see Figures 7, 8, 9 and 10).

- Of teachers and support staff, 74.3 percent have at least a master's degree and 81.9 percent of administrators hold a sixth-year certificate or doctorate (see Tables 2 and 3).

- The number of teachers per thousand students averaged 68.8 statewide, and ranged from 56.5 to 86.8 among K-12 districts (see Tables 4 and 5 and Appendix C).

- The number of support staff per thousand students averaged 5.6 statewide, and ranged from 2.4 to 10.3 among K-12 districts (see Tables 5 and 6 and Appendix C).

- There was an average of 7.0 administrators per hundred nonadministrators with a range statewide of 3.5 to 13.1 (see Table 7 and Appendix D).

- The median ("typical") district had a full-time nonadministrative staff that: (1) earned an average of $23,155, (2) had 12.7 years of Connecticut teaching experience, (3) had 2.6 percent new (inexperienced) professionals, (4) was 41.0 years old, and (5) had 71.6 percent with at least master's degrees (see Figures 11, 12, 13, 15, and 16).

- Starting salaries paid to inexperienced staff with a bachelor's degree ranged from $10,819 to $17,794 and averaged $13,862 (see Figure 14).

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This report presents information on the 36,906.1 full-time equivalent certified professional staff employed as of September 1, 1984 in the state's 165 local public school districts. The count represents 94.5 percent of the 39,071.5 full-time equivalent staff in all public educational facilities. Others are employed in the state regional vocational-technical schools (1,066.6), the regional educational service centers (365.9) and E. O. Smith and the three endowed and incorporated academies (298.6). The remainder (434.3) are employed in other educational facilities such as the Department of Mental Retardation.

Number of Staff

The local public schools employed 36,046 full-time and 1,543 part-time professionals at the start of the 1984-85 school year. Staff members have been categorized into 71 teaching and administrative assignments. These are presented in Appendix A on pages 20 and 21. The assignments have been consolidated into six areas for analysis. The general elementary area includes kindergarten and elementary school teachers. Content specialists are teachers of mathematics, English, foreign languages, social sciences, natural and physical sciences, the arts, physical education and other subjects outside of special education or vocational education. The support staff area includes guidance counselors, school psychologists, psychological examiners, social workers and reading consultants. Special education, vocational education and administration are the three remaining areas. District-by-district counts for the five nonadministrative areas are presented in Appendix B. Administrative counts are separated into central office and school-level administration in Appendix D. The number of full-time staff in each of these six areas from 1978 through 1984 is presented in Table 1.

In 1984 there were 11,431 full-time teachers in the general elementary area, 13,755 in subject areas, 3,570 in special education and 2,536 in vocational education. Also, there were 2,494 support staff and 2,260 administrators, including 1,562 in the schools and 698 in the central office. Compared to last year, the number of elementary teachers, special education teachers, and support staff increased, while the number of teachers serving junior and senior high school-age students (content area and vocational teachers) declined, as did the number of administrators. Overall, the 1984 count of full-time staff was 130 (0.4%) above that of last year.

Since 1978, the total number of full-time staff has declined by 8.9 percent from 39,578 to 36,046. Although increasing in the past year, the number of elementary teachers has declined by 13.3 percent in the period. The numbers of content specialists and vocational education teachers have declined every year since 1978. The former has declined by 1,858 teachers (11.9%) and the latter has declined by about 400 teachers (13.5%). Although the number of support staff increased by 26 in the past year, their count

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has dropped by 189 (7.0%) since 1978. The number of special education teachers has grown every year since 1978, increasing by 689 or 23.9 percent. Primarily as a result of more accurate reporting, the recorded number of administrators went from 2,285 in 1978 to 2,328 in 1980. Since 1980, their number has declined by 68.

Table 1
Distribution of Full-time Staff
By Assignment Area 1978 to 1984

		Teachers						
Year		General Elementary	Content Specialist	Special Education	Vocational Education	Support Staff	Administrators	Total
1984	No.	11,431	13,755	3,570	2,536	2,494	2,260	36,046
	Pct.	31.7	38.2	9.9	7.0	6.9	6.3	100.0
1983	No.	11,280	13,837	3,462	2,591	2,468	2,278	35,916
	Pct.	31.4	38.5	9.6	7.2	6.9	6.3	100.0
1982	No.	11,620	13,953	3,452	2,662	2,515	2,287	36,489
	Pct.	31.8	38.2	9.5	7.3	6.9	6.3	100.0
1981	No.	12,261	14,348	3,440	2,753	2,560	2,308	37,670
	Pct.	32.5	38.1	9.1	7.3	6.8	6.1	100.0
1980	No.	12,580	14,891	3,364	2,839	2,622	2,328	38,624
	Pct.	32.6	38.6	8.7	7.4	6.8	6.0	100.0
1979	No.	12,833	15,384	3,141	2,870	2,676	2,300	39,204
	Pct.	32.7	39.2	8.0	7.3	6.8	5.9	100.0
1978	No.	13,186	15,613	2,881	2,930	2,683	2,285	39,578
	Pct.	33.3	39.4	7.3	7.4	6.8	5.8	100.0

The change in staff has been one response to the enrollment decline. Another has been a decrease in the number of students per teacher. Between 1978 and 1984 enrollment in the 165 local public school districts declined 19.5 percent from 572,655 to 461,155. As the staff decline was only 8.9 percent in that period, the number of students served by one staff member fell from 14.5 to 12.8. Even when the number of full-time special education students is removed from the pupil count and the staff count is restricted to regular classroom teachers (elementary, content specialists, and vocational), the number of students per teacher improved from 17.7 in 1978 to 16.1 in 1984.

The 36,046 full-time staff members served at several school levels. There were 15,285 staff in the elementary schools, 271 or two percent more than last year. In 1984, the 7,479 count of staff in middle or junior high schools was 214 (2.8%) fewer than the prior year. Senior high schools had

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10,890 staff in 1984, about the same count as 1983. These changes followed the pattern of changing enrollments which were up 0.3 percent in grades K-5, down eight percent in grades 6-8 and down 2.9 percent in grades 9-12 over the past year. There were also 672 staff in combination junior/senior high schools and 1,545 with system-wide duties. The remaining staff did not serve elementary and secondary students in the public schools. Eighty-one were reported on paid leave, 31 worked in adult education, and 63 served students in nonpublic schools under C.G.S. 10-217a, health and welfare services for children in nonprofit private schools.

Women represented 62.4 percent of the professional staff compared to 61.6 percent one year ago and 62.4 percent five years ago. See Appendix A for the current percentage by assignment. They held jobs in all areas of education but predominated as elementary and special education teachers, where they represented 83.0 percent and 85.4 percent of the staff, respectively. While women represented 49.6 percent of subject area teachers, there was wide variation in representation within individual subjects. Women were 9.7 percent of the physics teachers, 29.0 percent of social studies teachers, 36.2 percent of biology teachers, 45.8 percent of mathematics teachers, 76.4 percent of French teachers, and 83.0 percent of library/media specialists.

Although women made up 43.6 percent of vocational education teachers, there were several sex-stereotyped jobs. Almost all of the home economics teachers and almost none of the industrial arts teachers were women.

There were 263 women in school-level administrative positions and 178 in central office positions. These numbers represented 19.5 percent of the administrative staff, the highest percentage since these statistics have been recorded. The percentage for the previous year was 18.3 while five years ago it was 14.2 percent. Over 35 percent of the subject supervisors and pupil personnel directors are women as are around 25 percent of the general supervisors and other administrators. Women comprised 14.3 percent of the principals, 18.1 percent of vice-principals, 14.5 percent of assistant superintendents and 5.7 percent of the superintendents.

Minorities made up 5.9 percent of the full-time professional staff, 0.1 percent more than last year (see Appendix A). Areas in which minorities made up more than ten percent of the staff included bilingual (62.0%), Spanish (12.3%), blind (14.3%) and skilled trades (10.5%) teachers; social workers (12.9%) and other administrators (12.1%). Minorities were 6.3 percent of the principals and 8.7 percent of the vice-principals. For additional information on minority staff refer to the State Department of Education's Minority Students and Staff Report.

There were 2,012 full-time staff in September 1983 who were not in active status as of September 1984. This represented 5.6 percent of the 1983 staff. The percentage of leavers within the six assignment areas varied. Special education had the highest turnover with 8.1 percent of the 1983 staff (279 of 3,462) leaving. This was followed by vocational education (6.9%), administration (6.3%), subject area teachers (5.4%), elementary teachers (4.9%) and support staff (4.6%).

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The reasons for leaving were not asked on the staff report, but were determined for all public school professional staff (not just those in the 165 LEAs) in a report entitled Teacher Supply and Demand in Connecticut. This report was prepared for the Governor's Commission on Equity and Excellence in Education and will be revised and published in the fall of 1985. That report found that 29.3 percent of the teachers retired, 15.0 percent were on maternity/child-rearing leave, 11.4 percent were entering another profession, 8.4 percent were on other types of unpaid leave, 7.8 percent had spouses who left the state, 5.5 percent were teaching elsewhere and 5 percent had positions eliminated. Additionally, 3.5 percent did not have their contracts renewed, 3.4 percent entered college, 2.1 percent left to be married and 1.9 percent died. The reason for leaving was not ascertained for 6.8 percent of those leaving.

To fill the vacant positions and new positions established by local boards of education, there were 916 new full-time staff (those with no prior Connecticut experience), and 1,100 returning staff (those with prior Connecticut experience but not active in September 1983). (Last year's School Staff Report erroneously reported 463 teacher and support staff with no prior Connecticut teacher experience. Upon reexamination of the data, 930 staff were beginning teachers in September 1983.)

Of the new teachers and support staff, 78.9 percent were females, 10.2 percent were minorities, and 31.3 percent held at least Master's degrees. Their median age was 27 years and median salary was $15,500.

Ninety-four percent of the current full-time teachers and support staff and almost 98 percent of the full-time administrators were active last year either in teaching or administration. They are classified as "continuing" staff. Of the 31,789 full-time continuing teachers and support staff, 31,440 were full-time teachers and support staff in September 1983, 311 were part-time and 38 were administrators. Of the 2,205 full-time continuing administrators, 2,091 were full-time administrators in 1983, and 114 had moved from positions as teachers or support staff into administration.

Salary

Salaries have been analyzed by type of position. Teachers and support staff are presented together because they both are paid according to the negotiated teachers' salary schedules. Administrative salaries include those paid according to negotiated administrative salary schedules and individual local school board-administrator contracts.

Teachers and Support Staff. The mean salary of teachers and support staff in September 1984 was $24,954, an increase of $1,977 (8.6%) over last year and $8,500 (51.7%) over five years ago. In the National Education Association's report, Estimates of School Statistics, 1984-85, the mean salary of classroom teachers nationwide was reported as $23,546, a 7.3 percent increase over last year. Thus, both the Connecticut mean salary and the percent change in salary over last year were above the national average. As another reference, the September Consumer Price Index rose 4.2 percent over last year and was up 40.8 percent over five years ago. The Connecticut median salary, that earned by the teacher in the center of the distribution, was $25,900. Slightly less than four percent of the teachers

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Connecticut median salary, that earned by the teacher in the center of the distribution, was $25,900. Slightly less than four percent of the teachers and support staff earned under $15,000 while 16.3 percent earned over $30,000. Figure 1 displays the range of salaries earned by the state's 33,786 full-time teachers and support staff.

Teachers' 1984-85 salary schedules ranged from a low of $10,819 for a starting teacher with a bachelor's degree in Preston to $41,132 for a master teacher with 19 years' experience in Ridgefield. Since compensation for administrative or supervisory duties or an extended work year is included in the reported salaries, some salaries exceeded the published maximums. In 1984, 1,041 teachers reported having secondary administrative assignments. The reported salaries do not include payments for extra duty assignments or coaching.

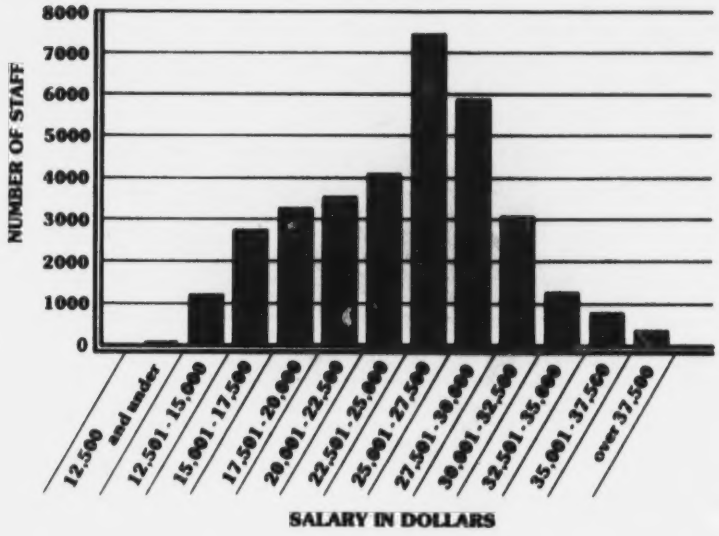

Figure 1
Salary of Full-time
Teachers and Support Staff

Because the statewide mean salary increase of 8.6 percent between 1983 and 1984 is based upon salary raises and changes in staff, the best way to determine the salary increases realized by the staff is to examine the change in salary from September 1983 to September 1984 for the 31,351 staff who were full-time teachers or support staff both years and who were not on paid leave either year. This number represents 92.8 percent of current full-time teachers and support staff.

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The mean salary increase of the full-time continuing nonadministrators was 10.5 percent while the median was 9.5 percent. As can be seen in Figure 2, there were considerable differences in the raises reported between 1983 and 1984: almost one quarter of the group earned raises between five and eight percent; 40.7 percent earned raises between eight and eleven percent, 20.3 percent earned raises between eleven and fourteen percent, 6.4 percent earned raises between fourteen and seventeen percent and 3.2 percent earned raises between seventeen and twenty percent. Raises of less than five percent were reported by 1.6 percent, and raises of more than twenty percent were reported by 3.2 percent of the teachers and support staff. These extreme values most likely reflect the addition or loss of an additional teaching or administrative responsibility or a change in work year, rather than negotiated increases in the salary schedule.

Teachers on the lower end of the salary scale in 1983 had larger salary increases than those on the upper end of the salary schedule. Those earning under $15,000 in 1983 had salary increases that averaged 12.6 percent; those earning between $15,000 and $20,000 had average salary increases of 11.8 percent; those earning between $20,000 and $25,000 had average salary increases of 11.0 percent; those earning between $25,000 and $30,000 had raises averaging 9.0 percent; and those earning over $30,000 had average raises of 8.6 percent. This pattern is expected, as those with higher incomes are more likely to be at the highest step in the salary schedule and thus do not receive a step raise along with their increment. Also, several

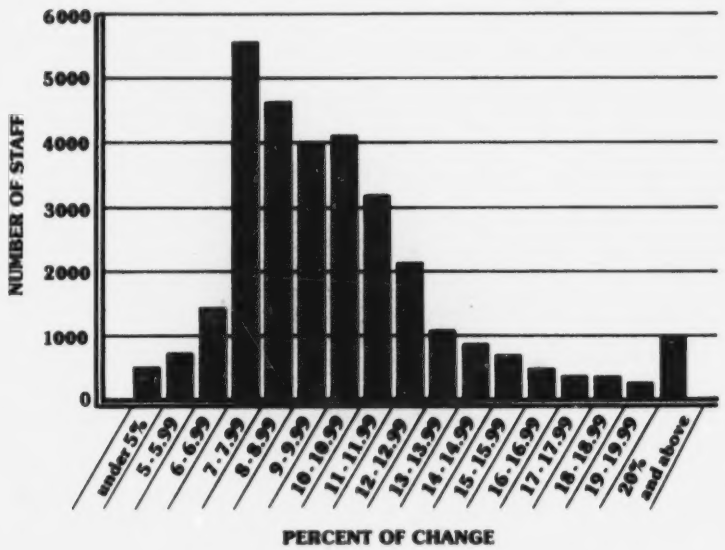

Figure 2
Percent Change in Salaries, 1983 to 1984
Teachers and Support Staff

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districts made concerted efforts to increase very low starting salaries by eliminating the lowest steps on the salary schedule.

Teachers who moved to another town or advanced their education level received higher percentage increases than those who did not. The 191 continuing full-time nonadministrators who moved from one local public school district to another had average salary increases of 17.7 percent while the 31,160 who stayed in the same town had 10.4 percent salary increases. The 1,975 who advanced their education level earned an average increase of 15.4 percent compared to 10.1 percent for those who did not.

Administrators. Figure 3 presents the distribution of the salaries of the 2,260 staff with full-time administrative duties. The mean salary of full-time administrators in September 1984 was $39,552, an increase of $3,026 (8.3%) over last year. The median salary was $38,800. The

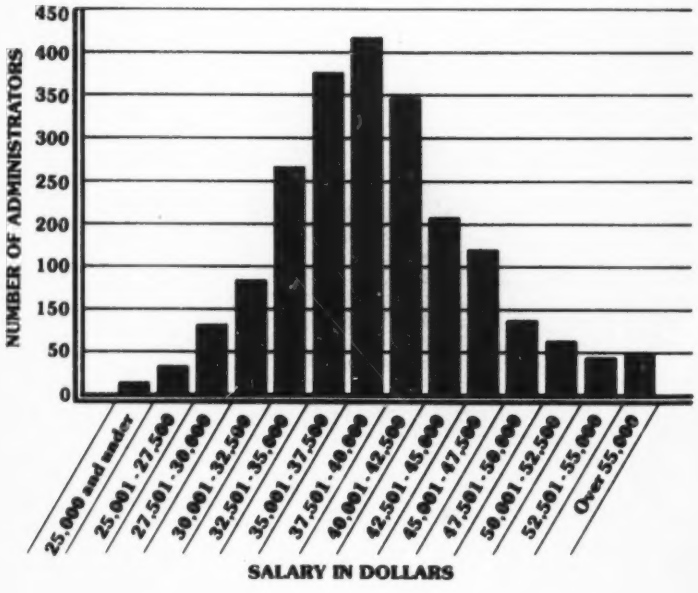

Figure 3
Salary of Full-time Administrators

administrative category covers jobs from administrative assistant to superintendent. To get a better picture of administrative salaries, look at Figure 4, which presents the salary distribution of the 138 staff whose primary assignment was superintendent, and Figure 5, which presents the salary of principals by their school level. The superintendents' salaries ranged from a low of $29,900 to a high of $75,512 with a mean of $48,586.

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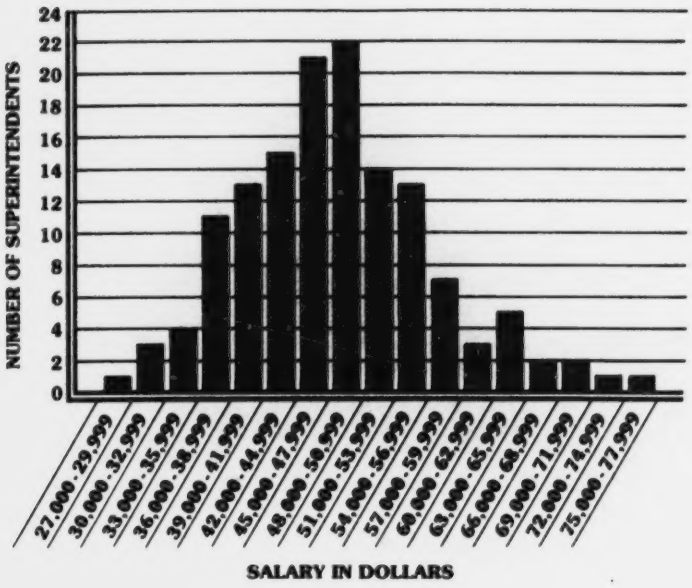

Figure 4
Superintendents' Salaries

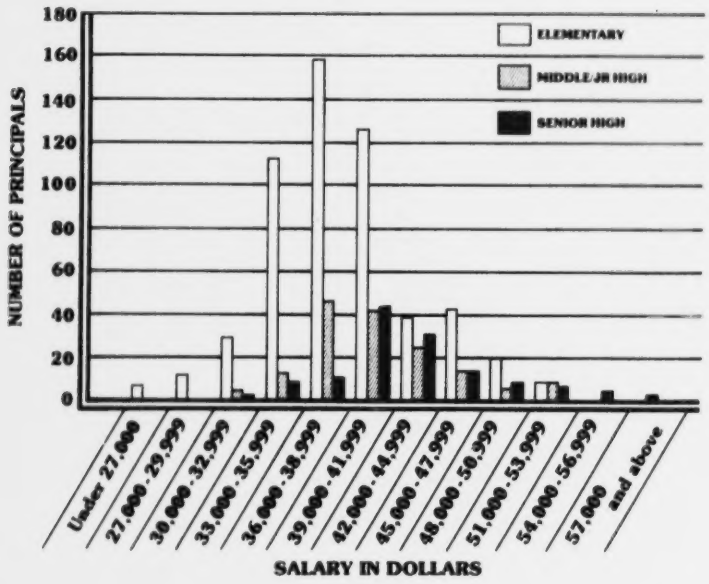

Figure 5
Principals' Salaries by School Level

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The average salary of principals varies according to the level of instruction in their schools. The 559 elementary school principals were paid a mean salary of $38,698. The 163 principals of middle or junior high schools earned a mean salary of $40,887, while the 136 administering senior high schools earned a mean salary of $43,042.

Salary growth for administrators was determined by comparing the salaries of the 1,972 administrators who were in the same full-time position in both 1983-84 and 1984-85. As Figure 6 indicates, administrators were given slightly lower percentage increases than teachers and support staff.

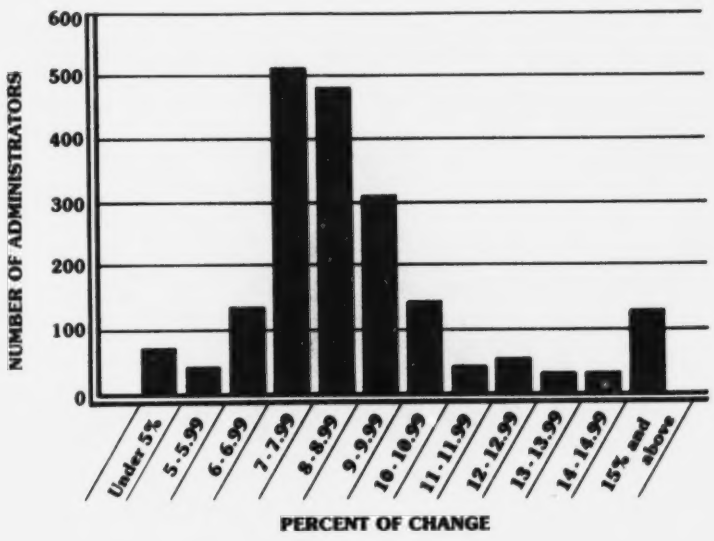

Figure 6
Salary Increases of
Administrators

The mean increase was 9.1 percent while the median was 8.4 percent. There was considerable variation in the raises reported: 3.7 percent earned less than five percent, 34.8 percent earned between five and eight percent, 47.1 percent earned between eight and eleven percent, 6.4 percent earned between eleven and fourteen percent, and 5.0 percent of the administrators had salary increases of fourteen percent or more.

The percent increase of more highly paid administrators was lower than the lower earning administrators. Those earning under $30,000 in 1983 had raises averaging 11.4 percent. Those earning between $30,000 and $39,999 had raises averaging 9.2 percent, those earning between $40,000 and $49,999 had raises averaging 8.1 percent and those earning over $50,000 had raises averaging 7.5 percent.

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Other Characteristics

In this section the distributions of experience, age and sex, and education level are presented for both full-time nonadministrative and administrative staff.

Teachers and support staff. Figure 7 presents the distribution of experience for the full-time nonadministrative staff. Experience is defined as years of Connecticut teaching experience. The mean years of experience of 13.4 was 0.4 years above the revised level of the preceding year, and 2.7 above the level in 1979.

Note that 930 staff (2.8%) had less than one year of experience and 3,472 (10.3%) had 25 or more years' experience. Last year 930 staff (2.8%) had less than one year of experience and 3,218 (9.6%) had 25 or more years' experience. Five years ago in September 1979, 1,842 (5.0%) had less than one year of experience and 2,453 (6.6%) had 25 or more years of experience.

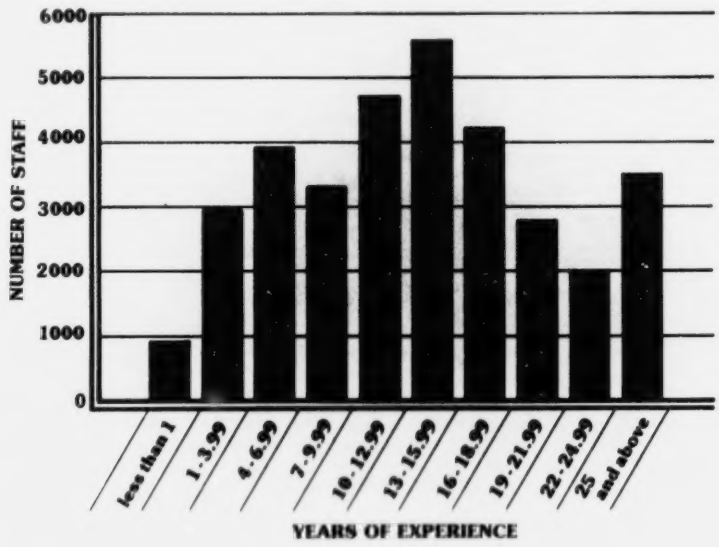

Figure 7
Experience of Teachers and Support Staff

Figure 8 presents the distribution of age for both male and female nonadministrative staff. The 11,727 males had an average age of 42.6 years. This was 0.5 years above the average of last year and 3.6 years above the average of five years ago. There were 346 males (3.0% of the male nonadministrators) who were over 60 years old. This compares with 2.8 percent of the males last year and 2.0 percent five years ago. The 22,058 females had an average age of 41.5 years, 1.1 years less than the males. This was 0.4 years above the average of last year and 2.7 years above the

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average of five years ago. There were 790 females (3.6%) who were over the age of 60. This compares with 3.5 percent last year and 3.2 percent five years ago.

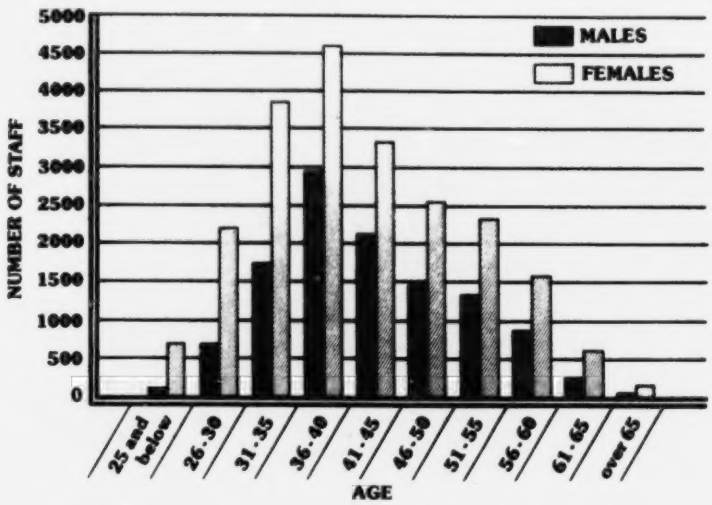

Figure 8
Age by Sex of Teachers and Support Staff

Table 2 presents the level of education attained by the nonadministrative staff. A bachelor's degree is held by 15.1 percent of these staff

Table 2
Education Level of
Teachers and Support Staff

Education Level	Number	Percent	Cumulative Percent
Doctorate	479	1.4	100.0
Sixth-Year	6,659	19.7	98.6
Master's + 15 hours	2,522	7.5	78.9
Master's	15,453	45.7	71.4
Bachelor's + 30 hours	3,515	10.4	25.6
Bachelor's + 15 hours	577	1.7	15.2
Bachelor's	4,540	13.4	13.5
Less than Bachelor's	41	0.1	0.1
Total	33,786	100.0	

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members, while 10.7 percent have earned 30 credits beyond the bachelor's degree, 53.2 percent hold master's, 19.7 percent hold sixth-year certificates, and 1.4 percent hold doctorates. Fully 74.3 percent have earned at least a master's degree, compared to 73.4 percent last year and 67.1 percent five years ago. Almost 2,000 teachers and support staff reported changes in their education level over the past year.

Administrators. Figure 9 presents the distribution of the years of Connecticut educational experience for the full-time administrators. The mean experience of 21.0 years was 0.3 years above last year and 1.9 years above the level of five years ago. Only 16 administrators had no prior Connecticut experience and 849 (37.6%) had 25 or more years of experience in Connecticut. Last year 36.4 percent had more than 25 years experience and five years ago the level was 29.0 percent.

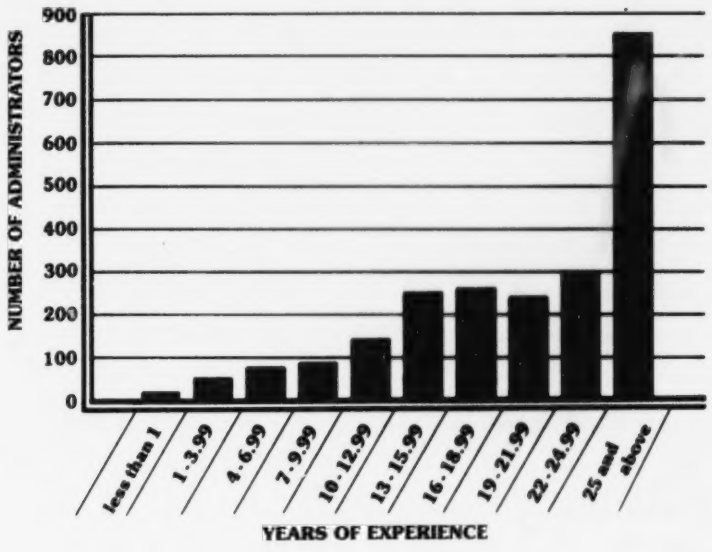

Figure 9
Experience of Administrative Staff

Figure 10 presents the distribution of age for both male and female administrators. The 1,819 males had a mean age of 48.2 years. This was 0.1 years more than last year and 1.8 years more than five years ago. There were 68 males (3.7%) who were over 60 years old. Last year 3.9 percent were in this age group and five years ago there were 3.0 percent. The 441 females had an average age of 47.6, which is 0.6 years younger than the male average. Last year their mean age was 47.2 years and five years ago it was 48.1 years. There were 25 females (5.7%) who were over 60 years old. This compares with 5.3 percent last year and 9.4 percent five years ago.

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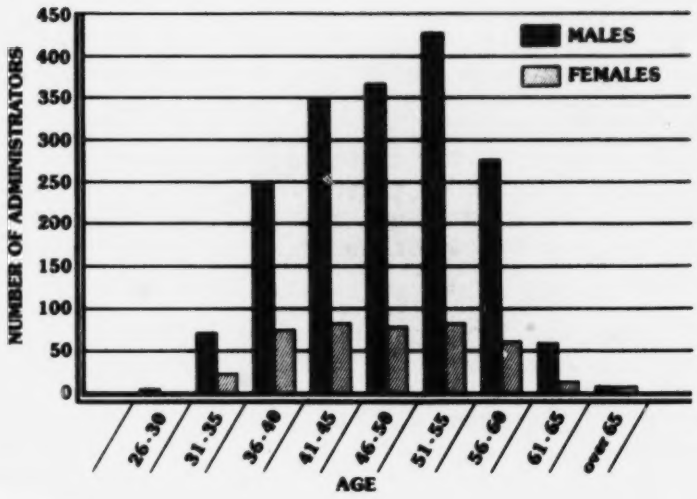

Figure 10
Age by Sex of Administrative Staff

Table 3 presents the degree-level attained by the administrative staff. Fewer than one percent hold less than a master's degree. A master's degree is held by 17.4 percent of the administrators and over half in this category have earned at least 15 additional hours. A sixth-year certificate is held by 67.4 percent and 14.5 percent hold a doctorate. A sixth-year certificate or doctorate is held by 81.9 percent of the staff this year compared to 81.4 percent last year and 78.2 percent five years ago. Twenty-three administrators (1.8%) reported attaining a new education level in the past year.

Table 3
Education Level of
Administrative Staff

Education Level	Number	Percent	Cumulative Percent
Doctorate	327	14.5	100.0
Sixth-Year	1,523	67.4	85.5
Master's + 15 hours	209	9.2	18.1
Master's	184	8.1	8.9
Less than Master's	17	0.8	0.8
Total	2,260	100.0	

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DISTRICT-BY-DISTRICT SUMMARY

This section presents differences in staffing characteristics among the state's local public school districts. An effort has been made to present the data so that appropriate comparisons can be made. Staffing ratios are presented by grades served so that a K-6 district is not compared with a K-12 district. The ratio of administrators to nonadministrators is reported by size of district. In all other variables (mean salaries, starting salaries, mean experience, percent of first year teachers, mean age and percent master's and above) comparisons can be made legitimately across all districts.

Several of these variables are interrelated. A district's salary schedule is based upon earned degree and experience. Thus, a district with more experienced staff with advanced degrees would be expected to have a higher average salary than one with an inexperienced staff with bachelor's degrees. Degree-level and experience are related to each other and to age. A young teacher would be expected to have only a bachelor's degree and little experience, while an older teacher would be likely to have at least the 30 hours beyond the bachelor's degree required for standard certification. Care should be observed in making conclusions about any one variable without examining other variables to which it may be related.

Tables 4 through 6 and Figures 11 through 16 summarize the district-by-district data. With the exception of data on starting salaries, the data for each district may be found in Appendices C and D on pages 27 through 36.

The three variables on staffing ratios deserve special mention. Counts of full-time equivalent teachers, support staff and administrators used in the calculation of the staffing ratios have been adjusted for secondary assignments. A person with two assignments is assumed to work 75 percent on the first and 25 percent on the second. This is roughly equivalent to a teacher's load being reduced by one of five periods to accommodate administrative duties. In small districts special care has been taken to identify dual responsibilities that would differ from this pattern, such as a 50/50 split in responsibilities for a teacher-principal. In cases where the administrative ratio would have been distorted by a vacant (as of September 1), but now filled, administrative position, that position has been counted. Again caution should be observed in interpreting these administrative ratios because districts differ in their diligence in identifying staff with secondary administrative responsibilities and this ratio is especially sensitive to change in small districts.

Table 4 presents the distribution of the number of teachers per thousand students for K-6, K-8, 7-12 and 9-12, and K-12 school districts. The statewide average of 68.8 is equivalent to 14.5 students per teacher. Last year there were 67.2 teachers per thousand students and five years ago there were 63.5. Statewide, this ratio ranged from a low of 55.9 in Canterbury to a high of 125.6 in Cornwall; among K-12 districts it ranged

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Table 4
Teachers Per Thousand Students

Teachers Per Thousand Students	-------District Grade Span-------- K-6	K-8	7-12, 9-12	K-12	Total
52.0 - 55.9	0	1	0	0	1
56.0 - 59.9	1	0	0	6	7
60.0 - 63.9	1	3	0	15	19
64.0 - 67.9	5	4	2	25	36
68.0 - 71.9	2	7	0	30	39
72.0 - 75.9	3	7	0	19	29
76.0 - 79.9	2	3	3	8	16
80.0 - 83.9	1	3	0	5	9
84.0 - 87.9	0	0	0	2	2
88.0 - 91.9	0	1	1	0	2
92.0 - 95.9	0	2	0	0	2
96.0 - 99.9	0	0	1	0	1
100.0 and above	1	1	0	0	2
Total	16	32	7	110	165

from 56.5 in Bethel to 86.8 in Waterford. Other high- and low-ranking districts in teacher per thousand students are presented in Table 5. Remember that a ratio of 50 per thousand is equivalent to 20 students per teacher while one of 80 per thousand is equivalent to 12.5 students per teacher.

Table 5
Staffing Ratios:
High- and Low-Ranking K-12 Districts

Rank	Teachers Per Thousand Students	Support Staff Per Thousand Students
1	Waterford (86.8)	Bloomfield (10.3)
2	Stamford (84.9)	Stamford (9.5)
3	Bloomfield (83.6)	Stafford (9.1)
4	Westport (81.4)	Westport (9.1)
5	Darien (80.9)	E. Windsor (8.9)
	.	.
	.	.
	.	.
	.	.
106	Seymour (59.6)	E. Granby, Killingly (3.2)
107	New Milford (59.5)	Bolton (2.9)
108	Killingly (59.4)	Stonington (2.7)
109	Bridgeport (57.7)	Putnam (2.7)
110	Bethel (56.5)	Plainfield (2.4)

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Table 6 presents the distribution of the number of support staff (people certified and assigned as reading consultants, guidance counselors, social workers, school psychologists and psychological examiners) per thousand students for K-6, K-8, 7-12 and 9-12, and K-12 districts.

Table 6
Support Staff Per Thousand Students

Support Staff Per Thousand Students	District Grade Span K-6	K-8	7-12, 9-12	K-12	Total
0.0 - 0.9	4	12	0	0	16
1.0 - 1.9	3	3	0	0	6
2.0 - 2.9	3	3	0	4	10
3.0 - 3.9	1	3	0	15	19
4.0 - 4.9	1	1	1	21	24
5.0 - 5.9	2	7	2	33	44
6.0 - 6.9	2	1	2	15	20
7.0 - 7.9	0	2	0	13	15
8.0 - 8.9	0	0	2	5	7
9.0 - 9.9	0	0	0	3	3
10.0 - 10.9	0	0	0	1	1
Total	16	32	7	110	165

The mean number of support staff per thousand students was 5.6. This level is 0.2 above last year, and 0.5 above the level of five years ago. This is equivalent to 178.6 pupils per support staff. As secondary-school students require more support services, it is expected that the high school regionals and K-12 districts will have higher support staff ratios than the districts serving only elementary school pupils. Observation of the table bears that out. Among K-12 districts, the ratios ranged from 10.3 per thousand in Bloomfield to 2.4 per thousand in Plainfield. As with the teaching ratios, other high- and low-ranking districts are presented in Table 5. There were 13 districts which reported no support staff (see Appendix B). They contract for these services as needed.

Table 7 contains the distribution of the number of administrators per hundred nonadministrators for small- (under 1,000 students), medium- (1,000 to 5,000 students) and large- (over 5,000 students) sized districts. Statewide there were 7.0 administrators per nonadministrators in 1984 compared to 7.2 last year, and 6.1 five years ago.

Notice that the range of this statistic is wider for the smaller districts than the larger ones. In districts with fewer than one thousand students, the number of administrators per hundred nonadministrators varied

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Table 7
Administrators Per Thousand
Nonadministrators

Administrators Per Thousand Nonadministrators	Size of District: Under 1000	1000-5000	Over 5000	Total
3.0 - 3.9	1	0	0	1
4.0 - 4.9	5	3	0	10
5.0 - 5.9	13	21	3	34
6.0 - 6.9	12	23	9	43
7.0 - 7.9	8	18	10	36
8.0 - 8.9	3	15	2	20
9.0 - 9.9	6	5	1	10
10.0 - 10.9	1	0	0	1
11.0 - 11.9	4	0	0	4
12.0 - 12.9	0	0	0	0
13.0 - 13.9	1	1	0	2
Total	54	86	25	165

from 3.5 to 13.0 while in districts with more than 5,000 students the number varied from 5.3 in Bristol to 9.7 in New Haven. Some of the differences are attributable to the fact that not all districts have identified high school department chairpersons on the reporting form.

Figures 11 through 16 on pages 18 and 19 show graphically for the 165 local public school districts the distributions of the mean and starting salaries, the mean experience and percentage with less than one year of experience, the mean age, and the percentage with at least a master's degree for full-time teachers and other nonadministrative staff including guidance counselors, social workers, school psychologists and reading consultants. The text next to each graph presents the average for this and the prior year and an indication of the disparity of the scores. The measure of average used is the median, the value of the variable for the district in the center of this distribution--in this case halfway between the 82nd and 83rd ranked district. Disparity is indicated by citing the high and low values.

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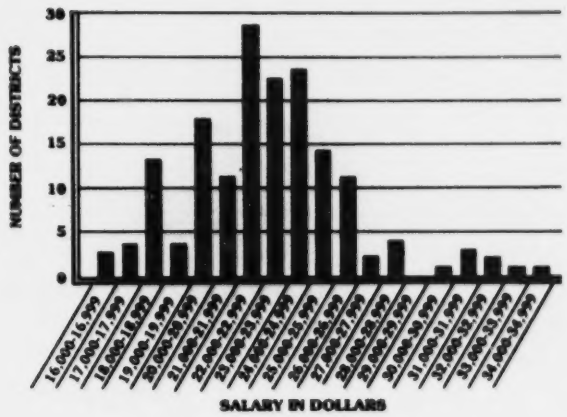

Figure 11
Mean Salary of
Teachers and Support Staff

In September 1984, the median district's average salary for full-time nonadministrators was $23,155. This is 9.4 percent above the previous year's median of $21,166 and 50.4 percent above the 1979 median of $15,393. The mean salaries ranged from a low of $16,158 in Union (which has the least experienced staff) to $34,232 in New Canaan. Eight districts, compared to three last year, had mean salaries in excess of $30,000. All but one, West Hartford, are located in Fairfield County.

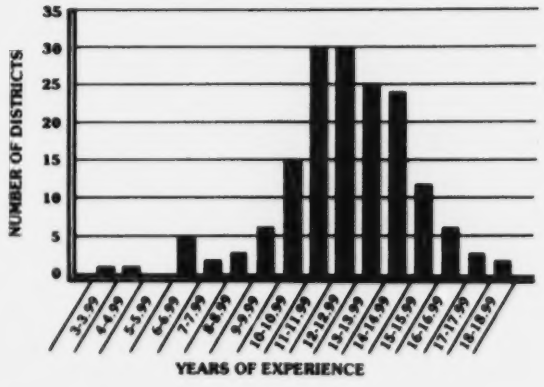

Figure 12
Mean Experience of
Teachers and Support Staff

The median district's nonadministrative staff had a mean of 12.7 years of teaching experience. This compares to 12.5 years last year and 9.9 years five years ago. This ranged from 3.0 years in Union, where four of six full-time teachers had two or fewer years of experience, to 18.6 years in Norfolk.

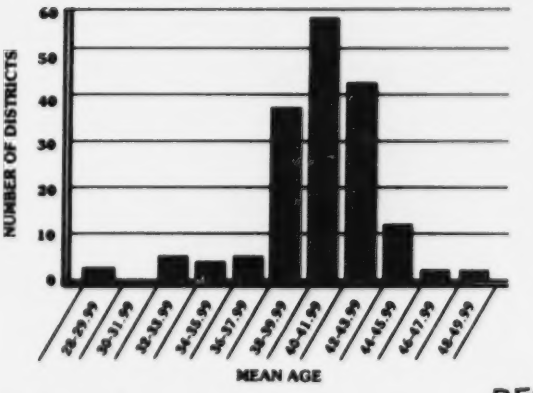

Figure 13
Mean Age of
Teachers and Support Staff

The median district's nonadministrative staff had a mean age of 41.0 years, compared to 40.5 last year, and 38.0 five years ago. Mean age ranged from a low of 29.8 years in Canaan to 48.9 years in Norfolk.

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The average starting salary of teachers and support staff with a bachelor's degree and no prior teaching experience was $13,862 (from the Connecticut Education Association's Teachers Salary Schedules 1984-85.) This was 9.5 percent above the 1983 level and 41.7 percent above 1979. Salaries ranged from $10,819 in Preston to $17,794 in Darien. Sixteen districts had starting salaries above $16,000 compared to two a year ago. Forty-four districts reported increasing starting salaries by eliminating one to five lower steps in their salary schedules.

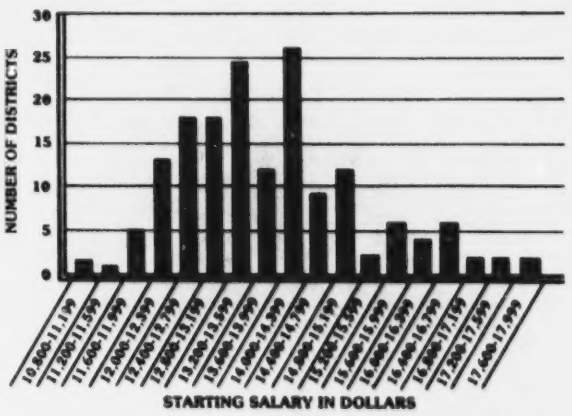

Figure 14
Starting Salaries of Teachers
Bachelor's Degree and No Experience

The median district had 2.6 percent of its nonadministrative staff with less than one year prior Connecticut experience. The prior year's median was 1.1 percent. Twenty-one districts reported hiring no inexperienced staff compared to 51 districts five years ago. Ten districts reported ten percent or more of new nonadministrative staff. All but one was an elementary school districts with relatively few staff.

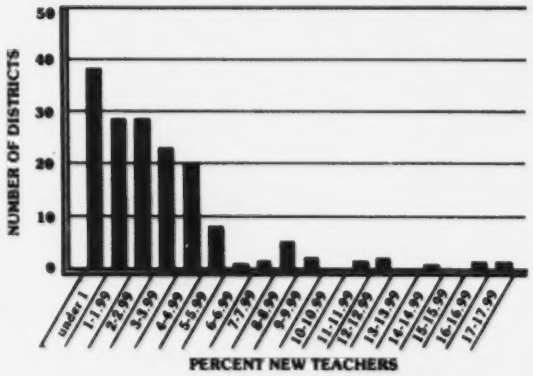

Figure 15
Percent of Teachers and Support Staff With Less Than One Year of Connecticut Teaching Experience

In the median district, 71.6 percent of the nonadministrative staff held a master's degree, sixth-year certificate or doctorate. This compared to 71.1 percent last year and 67.1 percent five years ago. The percentage ranged from a low of 17.6 percent in Sterling to 93.4 percent in Wilton. Six other towns (Derby, Fairfield, Redding, Sharon, Trumbull and Weston) have at least 90 percent of their staff with a master's degree or higher. In Sterling all staff with six more years of experience had 30 hours of graduate work beyond the bachelor's degree. The few staff members with only a bachelor's degree had four or fewer year's experience.

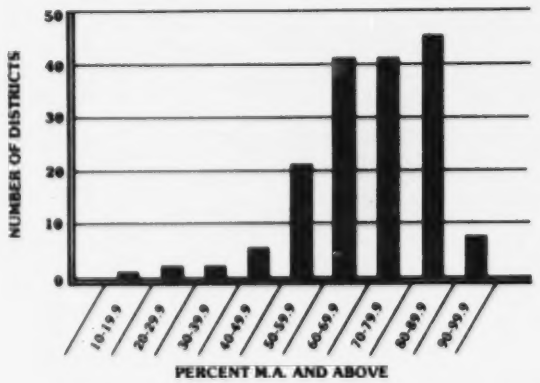

Figure 16
Percent of Teachers and Support Staff with Master's Degree or Higher

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Appendix A

Assignment of Certified Personnel
By Sex, Race, and School Level
September 1984

ASSIGNMENT	PCT FEMALE	PCT MINORITY	----FULL-TIME---- ELEM	SEC	TOTAL	---PART-TIME--- ELEM	SEC	TOTAL	MINOR ASSIGNMENT (FT+PT) TOTAL
ELEMENTARY									
Elementary	82.3	6.3	10421	114	10650	201	11	238	59
Kindergarten,PreK	98.5	6.8	776	2	781	169	0	172	10
CONTENT SPECIALIST									
Bilingual	74.6	62.0	206	51	283	6	3	12	12
English	64.0	3.4	544	1922	2510	20	70	93	101
French	76.4	1.6	93	307	402	9	21	30	49
German	68.9	0.0	1	38	39	1	5	6	6
Italian	60.4	0.0	5	41	46	0	2	2	10
Latin	74.6	3.0	2	58	60	2	5	7	26
Russian	50.0	0.0	0	2	2	0	0	0	6
Spanish	75.1	12.3	98	412	516	4	29	35	85
Other Lang	75.0	50.0	0	1	1	0	3	3	2
American History	25.9	5.6	89	433	528	0	7	8	126
Anthropology	16.7	0.0	0	6	6	0	0	0	9
Economics	23.5	0.0	0	16	16	0	1	1	39
Geography	29.6	4.2	20	48	68	0	2	3	57
Govt-Law	23.0	8.2	0	59	60	0	1	1	93
Social Studies	29.0	4.4	318	617	950	4	17	23	159
World History	31.6	2.4	15	192	209	0	3	3	136
Math	45.8	3.0	450	1556	2020	11	40	53	103
Biology	36.2	4.8	35	473	515	0	7	7	38
Chemistry	28.7	0.9	1	218	219	0	4	4	39
Physics	9.7	0.9	0	110	110	0	3	3	37
Earth Sci	18.0	0.0	10	111	121	0	1	1	28
General Sci	31.6	4.4	382	556	947	4	10	16	136
Driver Educ	0.0	0.0	0	9	9	0	0	0	37
Psychology	25.0	0.0	0	8	8	0	0	0	19
Sociology	42.9	0.0	0	7	7	0	0	0	33
Other Secdy	27.3	27.3	1	10	11	0	0	0	0
Art	69.7	3.4	491	351	868	72	26	101	14
Health	60.0	5.9	21	49	78	4	3	7	55
Physical Education	43.5	6.6	717	702	1458	53	16	72	23
Library/Media	83.0	3.7	302	231	553	13	3	17	17
Music	52.7	6.7	690	299	1067	102	16	125	10
Other Spec Subj	41.7	0.0	6	6	12	0	0	0	2
Nurse-Teacher	100.0	3.4	25	24	54	0	5	5	1
Dental Hyg-Tchr	100.0	0.0	2	0	2	0	0	0	0

Notes: 1. Minor assignment includes 2nd and 3rd assignments.
2. Percent Female and Percent Minority based on full-time staff only.
3. Elementary = Elementary and Middle Schools, Secondary includes Junior and Senior High, Total includes combined elementary and secondary, paid leave, adult education and staff serving nonpublic students under CGS 10-217a.

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	PCT FEMALE	PCT MINORITY	----FULL-TIME---- ELEM	SEC	TOTAL	---PART-TIME--- ELEM	SEC	TOTAL	MINOR ASSIGNMENT (FT+PT) TOTAL
SPECIAL EDUCATION									
Part Sighted	88.9	0.0	2	0	8	0	0	1	0
Deaf	100.0	0.0	13	10	33	6	3	10	3
Blind	92.9	14.3	3	1	11	2	1	3	1
Speech & Hearing	91.6	3.0	333	21	495	76	5	103	1
Learning Disabled	87.5	4.9	1172	466	1696	56	17	73	32
Soc-Emot Hndcp	75.1	7.6	187	140	349	4	4	8	67
Mentally Hndcp	81.8	4.7	429	230	690	9	2	12	47
Physical Hndcp	92.0	4.0	22	2	25	0	0	0	5
Other Hndcp	88.2	9.2	185	51	263	7	1	8	26
Gifted and Talented	.	.	.	.	.	.	.	.	340
VOCATIONAL EDUCATION									
Business	63.6	7.0	13	774	792	3	21	24	10
Career Ed	27.1	1.4	1	64	67	1	2	3	19
Agriculture	20.0	3.3	0	59	59	0	0	1	0
Consumer Home Ec	100.0	8.8	87	151	244	7	19	28	2
Occupational Home Ec	99.7	6.5	76	209	286	6	18	24	4
Industrial Arts	1.1	2.7	186	736	930	0	4	4	7
Distrib Ed	19.3	1.8	0	57	57	0	0	0	5
Skilled Trades	7.0	10.5	1	54	57	0	0	0	1
Health Occupations	65.2	6.5	3	33	44	0	2	2	0
SUPPORT STAFF									
School Counselor	46.4	6.3	268	713	998	11	10	22	18
Psych Examiner	62.6	3.3	24	7	74	7	1	17	5
School Psychol	64.3	4.8	123	50	335	35	4	63	8
Social Worker	72.5	12.9	118	54	290	26	8	44	1
Reading Consultant	86.0	2.1	554	218	797	22	9	32	33
ADMINISTRATION									
Vocat. Admin	0.0	0.0	0	2	3	0	0	0	0
Adult Educ Dir	0.0	9.1	0	0	11	0	0	0	6
Principal	14.3	6.3	680	188	882	0	0	0	12
Vice Principal	18.1	8.7	169	321	495	0	1	1	11
General Supervisor	27.5	4.3	17	16	69	0	0	0	11
Subject Supv	38.9	4.3	46	95	296	1	0	5	975
Pupil Personnel Dir	37.0	2.5	3	7	81	0	0	0	9
Asst Superintendent	14.5	9.6	10	7	83	0	0	0	2
Admin Asst	18.2	6.1	6	10	33	0	0	0	5
Other Admin	23.1	12.1	19	45	169	1	0	4	22
Superintendent	5.7	2.1	22	3	138	3	0	3	1
TOTAL	62.4	5.9	20493	13833	36046	958	446	1543	

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Appendix B

Number of Teachers and Support Staff
By School District
September 1984

	TEACHERS										SUPPORT STAFF	
	ELEMENTARY		CONTENT SPECIALIST		SPECIAL EDUCATION		VOCATIONAL EDUCATION		TOTAL			
	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE
ANDOVER	9	10.5	0	2.0	3	3.0	0	0.0	12	15.5	0	0.4
ANSONIA	67	69.4	39	39.9	16	16.5	9	9.0	131	134.8	9	9.0
ASHFORD	18	18.5	6	6.5	3	3.0	0	0.0	27	28.0	1	1.6
AVON	46	47.8	85	88.0	11	11.5	8	8.0	150	155.3	13	13.0
BARKHAMSTED	14	14.3*	0	3.5	0	1.9*	0	0.0	14	19.7*	1	1.4*
BERLIN	60	61.8	68	70.0	14	14.0	15	15.5	157	161.3	10	10.6
BETHANY	19	19.5	3	3.0	2	2.4	0	0.0	24	24.9	2	2.0
BETHEL	66	66.5	88	88.6	18	18.0	13	13.0	185	186.1	19	19.0
BLOOMFIELD	82	83.0	89	93.0	27	27.5	14	15.4	212	218.9	26	27.0
BOLTON	15	15.5	27	29.4	3	3.4	4	4.5	49	52.8	2	2.5
BOZRAH	13	13.5	1	2.2	1	1.0	0	0.0	15	16.7	1	1.6
BRANFORD	49	49.5	113	114.1	20	20.6	20	20.0	202	204.2	21	21.5
BRIDGEPORT	541	542.0	398	398.0	113	114.0	83	83.0	1135	1137.0	71	71.6
BRISTOL	189	200.5	251	254.6	77	77.0	58	59.2	575	591.3	45	45.0
BROOKFIELD	65	65.0	67	68.3	14	14.0	11	11.0	157	158.3	13	13.0
BROOKLYN	31	31.4	19	19.0	4	4.0	3	3.0	57	57.4	1	1.4
CANAAN	5	5.8*	1	2.2	0	0.0	0	0.0	6	8.0*	0	0.0
CANTERBURY	17	17.5	13	13.0	2	2.5	1	1.0	33	34.0	2	2.0
CANTON	30	30.5	48	49.0	8	9.4	7	7.0	93	95.9	8	8.0
CHAPLIN	10	10.0	0	1.4	1	1.0	0	0.0	11	12.4	0	.4
CHESHIRE	106	108.1	125	127.7	31	31.5	19	19.0	281	286.3	22	23.1
CHESTER	13	13.0	1	2.3*	0	3.3*	0	0.0	14	18.6*	0	0.2*
CLINTON	49	49.5	74	76.0	22	23.0	16	16.0	161	164.5	13	13.0
COLCHESTER	37	37.5	42	42.5	11	12.0	9	9.5	99	101.5	9	9.0
COLEBROOK	5	6.4*	0	.4	1	1.5*	0	0.0	6	8.3*	0	0.0
COLUMBIA	19	20.0	4	5.3	3	3.5	0	.5	26	29.3	1	1.8
CORNWALL	7	8.1*	0	1.2	0	0.2*	0	0.0	7	9.5*	0	0.0
COVENTRY	49	49.5	42	42.5	14	15.6	8	8.0	113	115.6	11	11.6
CROMWELL	24	26.5	50	50.0	16	16.5	10	10.8	100	103.8	9	9.0
DANBURY	189	192.1	238	241.6	79	80.7	37	37.6	543	552.0	54	54.0
DARIEN	78	78.5	126	136.9	22	23.5	14	14.8	240	253.7	16	16.6
DEEP RIVER	16	16.0	2	3.8*	0	3.5*	0	0.0	18	23.3*	0	0.5*
DERBY	38	38.5	28	28.0	8	8.0	11	11.0	85	85.5	5	5.0
EASTFORD	8	8.0	0	1.0	1	1.0	0	0.0	9	10.0	0	0.0
EAST GRANBY	15	15.5	23	27.1	5	5.4	5	5.0	48	53.0	1	2.1

* Includes staff allocated from Committee for Shared Services (Region 7), Supervisory Combination District (Region 4), or Region 7.

BEST COPY AVAILABLE

	TEACHERS											
	ELEMENTARY		CONTENT SPECIALIST		SPECIAL EDUCATION		VOCATIONAL EDUCATION		TOTAL		SUPPORT STAFF	
	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE
EAST HADDAM	25	25.0	26	27.2	10	10.0	6	6.0	67	68.2	4	4.0
EAST HAMPTON	37	40.0	45	46.5	12	12.0	10	10.0	104	108.5	11	12.0
EAST HARTFORD	193	196.6	177	185.5	61	62.0	48	50.2	479	494.3	41	44.5
EAST HAVEN	59	59.5	106	106.0	20	20.8	21	21.0	206	207.3	16	16.0
EAST LYME	50	51.0	106	109.0	21	21.0	16	16.8	193	197.8	17	17.0
EASTON	21	21.0	22	23.0	4	5.2	1	1.0	48	50.2	5	5.0
EAST WINDSOR	25	25.5	47	48.0	10	10.0	13	13.0	95	96.5	11	11.5
ELLINGTON	47	47.5	60	61.1	15	15.0	11	11.0	133	134.6	14	14.5
ENFIELD	145	146.0	211	213.2	53	53.7	54	54.6	463	467.5	56	56.0
ESSEX	17	17.5	2	3.9*	0	3.7*	0	0.0	19	25.1*	0	0.3*
FAIRFIELD	139	142.2	237	255.0	58	68.4	35	36.2	469	501.8	43	49.5
FARMINGTON	54	56.0	87	90.4	16	17.3	15	15.5	172	179.2	12	13.6
FRANKLIN	6	7.0	4	5.2	1	1.0	0	0.0	11	13.2	1	1.4
GLASTONBURY	86	92.5	149	158.3	34	36.6	18	22.7	287	310.1	24	24.0
GRANBY	31	31.0	52	55.7	11	12.8	10	10.5	104	110.0	10	10.5
GREENWICH	161	163.5	286	301.0	63	68.6	28	29.3	538	562.4	59	64.1
GRISWOLD	37	37.6	36	36.0	12	12.0	10	10.0	95	95.6	5	5.0
GROTON	178	179.5	187	189.6	41	41.0	28	28.0	434	438.1	23	23.5
GUILFORD	79	84.6	131	139.5	15	15.5	17	17.0	242	256.6	11	12.2
HAMDEN	139	139.7	198	200.5	45	45.5	29	29.4	411	415.1	39	40.4
HAMPTON	7	8.0	0	.8	1	1.0	0	0.0	8	9.8	0	.3
HARTFORD	579	589.6	688	694.6	278	283.7	111	114.1	1656	1682.0	155	159.9
HARTLAND	11	11.7*	0	1.0	0	1.8*	0	0.0	11	14.5*	0	0.4*
HEBRON	33	34.0	2	4.4	7	7.0	0	0.0	42	45.4	2	4.2
KENT	15	15.6*	4	5.7	0	1.8*	0	0.0	19	23.1*	0	0.0
KILLINGLY	62	62.5	83	83.0	20	20.0	20	20.0	185	185.5	10	10.0
LEBANON	27	27.0	35	35.4	5	5.5	9	10.6	76	78.5	6	6.0
LEDYARD	77	77.0	94	94.0	18	19.3	24	24.0	213	214.3	20	20.0
LISBON	20	21.0	3	3.8	4	4.0	0	0.0	27	28.8	0	0.0
LITCHFIELD	33	34.0	45	45.8	8	8.6	9	9.8	95	98.2	8	8.0
MADISON	62	62.5	97	101.2	18	19.0	13	13.0	190	195.7	13	15.1
MANCHESTER	151	160.1	202	208.9	54	57.3	49	49.8	456	476.1	38	40.8
MANSFIELD	30	31.3	36	37.2	8	9.0	2	2.0	76	79.5	5	5.0
MARLBOROUGH	29	31.9	5	5.3	2	2.4	0	0.0	36	39.6	0	.6
MERIDEN	188	188.6	203	207.0	58	58.0	50	50.0	499	503.6	42	43.6

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Appendix B (continued)

Number of Teachers and Support Staff
By School District
September 1984

	TEACHERS										SUPPORT STAFF	
	ELEMENTARY		CONTENT SPECIALIST		SPECIAL EDUCATION		VOCATIONAL EDUCATION		TOTAL			
	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE
MIDDLETOWN	130	132.0	122	123.2	44	44.5	31	31.0	327	330.7	20	20.0
MILFORD	197	197.0	170	171.0	45	45.0	35	35.0	447	448.0	32	32.0
MONROE	55	55.0	105	106.1	18	18.4	16	16.0	194	195.5	16	18.0
MONTVILLE	77	77.5	76	76.5	15	16.0	13	13.5	181	183.5	14	14.0
NAUGATUCK	113	113.5	117	118.3	28	29.4	25	25.0	283	286.2	20	21.9
NEW BRITAIN	194	196.5	196	199.0	100	100.6	48	48.6	538	544.7	55	55.0
NEW CANAAN	73	73.5	119	124.7	14	14.5	7	11.0	213	223.7	15	18.3
NEW FAIRFIELD	56	56.5	86	87.5	16	17.1	13	13.0	171	174.1	16	16.5
NEW HARTFORD	23	23.0	3	3.5	2	6.5*	0	0.0	28	33.0*	0	1.5*
NEW HAVEN	500	501.0	390	390.0	146	146.0	66	66.0	1102	1103.0	67	67.0
NEWINGTON	112	113.0	114	115.0	20	21.0	27	27.5	273	276.5	24	24.0
NEW LONDON	97	97.6	97	98.1	44	45.3	20	20.0	258	261.0	12	12.8
NEW MILFORD	106	106.9	112	112.6	19	19.0	18	18.0	255	256.5	18	18.5
NEWTOWN	75	77.3	118	120.7	25	25.6	17	17.0	235	240.6	22	22.0
NORFOLK	6	7.0*	0	1.2	1	1.6*	0	0.0	7	9.8*	0	0.1*
NORTH BRANFORD	50	50.0	74	74.5	17	17.5	6	6.0	147	148.0	13	13.0
NORTH CANAAN	17	18.5*	8	8.0	0	1.0*	0	0.0	25	27.5*	0	0.0
NORTH HAVEN	71	73.5	117	120.3	25	26.4	27	27.0	240	247.2	20	23.2
N STONINGTON	21	21.5	26	26.0	5	5.0	5	5.0	57	57.5	5	5.0
NORWALK	199	203.5	353	360.2	103	105.6	52	52.5	707	721.8	53	65.1
NORWICH	143	147.2	74	74.0	32	32.0	5	5.0	254	258.2	21	21.0
OLD SAYBROOK	30	30.7	56	58.9	12	12.0	9	10.3	107	111.9	11	11.0
ORANGE	56	56.5	10	11.4	9	10.5	0	0.0	75	78.4	6	6.6
OXFORD	41	41.0	10	11.4	11	11.8	2	2.0	64	66.2	5	5.4
PLAINFIELD	79	79.0	61	61.0	22	22.0	14	14.0	176	176.0	6	6.0
PLAINVILLE	55	55.0	75	76.0	16	16.5	18	18.5	164	166.0	12	12.0
PLYMOUTH	55	55.0	44	44.0	12	12.0	11	11.5	122	122.5	7	7.0
POMFRET	18	18.5	2	2.6	1	1.9	0	0.0	21	23.0	0	.6
PORTLAND	28	29.1	38	40.3	10	10.5	9	9.8	85	89.7	7	7.0
PRESTON	21	24.2	8	8.0	5	5.0	0	0.0	34	37.2	1	1.0
PUTNAM	43	43.0	36	36.0	9	9.5	10	10.0	98	98.5	4	4.0
REDDING	26	26.0	28	29.7	6	6.0	2	2.0	62	63.7	4	5.9
RIDGEFIELD	81	82.7	153	161.0	15	15.6	18	19.2	267	278.5	31	31.0
ROCKY HILL	49	50.5	65	65.8	14	14.0	13	13.8	141	144.1	9	9.0
SALEM	18	19.4	1	1.6	2	2.6	0	0.0	21	23.6	0	0.0

BEST COPY AVAILABLE

	TEACHERS										SUPPORT STAFF	
	ELEMENTARY		CONTENT SPECIALIST		SPECIAL EDUCATION		VOCATIONAL EDUCATION		TOTAL			
	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE
SALISBURY	17	18.5*	5	5.0	0	2.0*	0	0.0	22	25.5*	0	0.0
SCOTLAND	4	4.0	0	.4	1	1.0	0	0.0	5	5.4	0	0.0
SEYMOUR	58	58.0	43	43.5	15	16.0	14	14.0	130	131.5	8	8.0
SHARON	11	12.0*	2	3.1	0	1.0*	0	0.0	13	16.1*	0	0.0
SHELTON	104	108.6	130	130.5	43	44.5	23	24.4	300	308.0	18	18.6
SHERMAN	7	7.0	10	10.0	1	1.0	0	0.0	18	18.0	1	1.0
SIMSBURY	92	93.5	135	143.1	27	28.0	20	21.2	274	285.8	26	26.0
SOMERS	29	31.3	43	44.0	9	9.0	9	9.0	90	93.3	5	5.0
SOUTHINGTON	148	152.0	179	185.1	38	39.0	47	47.0	412	423.1	27	27.7
S WINDSOR	78	79.0	120	121.8	20	21.0	24	24.5	242	246.3	21	21.5
SPRAGUE	13	13.5	0	1.3	3	3.0	0	0.0	16	17.8	0	0.0
STAFFORD	34	34.5	46	46.6	8	8.0	12	12.0	100	101.1	14	14.5
STAMFORD	342	342.0	478	480.0	124	125.5	72	72.6	1016	1020.1	110	115.5
STERLING	10	11.0	3	3.0	4	4.0	0	0.0	17	18.0	0	0.0
STONINGTON	54	54.0	75	75.5	15	15.0	18	18.0	162	162.5	6	6.0
STRATFORD	146	148.0	199	202.3	31	31.5	40	40.0	416	421.8	32	32.0
SUFFIELD	29	30.0	66	68.9	10	10.6	16	16.0	121	125.5	12	12.0
THOMASTON	25	25.0	24	24.7	5	5.0	9	9.0	63	63.7	6	6.0
THOMPSON	37	38.0	34	34.0	8	8.8	7	7.0	86	87.8	7	7.0
TOLLAND	50	52.1	57	60.4	11	11.5	13	13.5	131	137.5	11	11.0
TORRINGTON	99	100.5	110	110.5	31	31.0	24	24.6	264	266.6	24	24.6
TRUMBULL	90	93.6	158	168.2	34	38.0	29	29.8	311	329.6	38	40.6
UNION	5	5.5	0	0.0	0	.2	0	0.0	5	5.7	0	0.0
VERNON	136	137.5	123	124.0	41	41.0	31	31.0	331	333.5	25	25.0
VOLUNTOWN	14	14.0	1	1.2	2	2.0	0	0.0	17	17.2	0	0.0
WALLINGFORD	166	170.7	154	154.5	34	34.6	39	39.0	393	398.8	23	24.0
WATERBURY	353	353.0	349	350.4	87	87.0	112	112.0	901	902.4	55	55.0
WATERFORD	69	70.0	99	99.7	35	35.5	19	19.7	222	224.9	19	19.0
WATERTOWN	77	78.0	100	100.5	27	28.5	17	17.0	221	224.0	21	21.0
WESTBROOK	20	21.1	29	29.0	3	3.0	4	4.0	56	57.1	3	4.2
WEST HARTFORD	153	161.8	261	277.9	53	56.5	35	35.5	502	531.7	39	40.4
WEST HAVEN	191	191.5	169	169.5	48	48.5	36	36.0	444	445.5	25	25.0
WESTON	30	32.0	73	74.1	10	10.6	4	5.6	117	122.3	12	12.0
WESTPORT	72	72.9	177	185.0	56	59.4	21	21.0	326	338.3	34	37.5
WETHERSFIELD	62	65.5	103	113.1	31	33.5	26	27.0	222	239.1	24	25.6

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Appendix B (continued)

Number of Teachers and Support Staff
By School District
September 1984

	TEACHERS										SUPPORT STAFF	
	ELEMENTARY		CONTENT SPECIALIST		SPECIAL EDUCATION		VOCATIONAL EDUCATION		TOTAL			
	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE	FT	FTE
WILLINGTON	21	22.0	12	12.0	5	5.5	2	2.0	40	41.5	2	3.0
WILTON	53	54.1	107	116.3	12	14.5	9	9.8	181	194.7	17	19.2
WINCHESTER	38	38.5	22	23.1	13	13.0	2	2.0	75	76.6	6	6.0
WINDHAM	77	81.0	122	124.6	25	26.8	18	18.0	242	250.4	15	15.0
WINDSOR	86	90.1	124	127.3	37	38.5	25	25.0	272	280.9	31	32.3
WINDSOR LOCKS	45	45.5	55	56.6	15	15.4	12	12.0	127	129.5	9	9.0
WOLCOTT	57	57.7	79	79.5	16	16.0	18	18.0	170	171.2	13	13.6
WOODBRIDGE	31	31.0	4	6.8	4	4.0	0	0.0	39	41.8	4	4.0
WOODSTOCK	25	25.5	5	5.8	6	6.5	0	0.0	36	37.8	1	1.0
REGION 1	4	0.0*	31	32.4	13	7.0*	10	11.3	58	50.7*	4	4.0
REGION 4	0	0.0	52	52.5	3	3.5	10	10.0	65	66.0	4	4.0
REGION 5	0	.5	151	154.0	14	14.0	14	14.0	179	182.5	20	20.0
REGION 6	20	20.0	24	27.1	4	4.6	10	10.6	58	62.3	4	4.0
REGION 7	7	7.0	44	44.6	8	10.2*	13	13.0	72	74.8*	5	7.2*
REGION 8	1	1.0	71	72.0	8	8.0	14	14.0	94	95.0	8	8.0
REGION 9	0	0.0	50	52.6	4	4.7	4	6.3	58	63.6	4	4.6
REGION 10	59	60.4	63	66.2	16	16.0	12	13.4	150	156.0	12	12.0
REGION 11	1	1.0	22	24.1	3	3.5	5	5.6	31	34.2	2	2.0
REGION 12	21	22.0	42	43.0	4	5.5	6	6.5	73	77.0	4	4.8
REGION 13	45	46.1	44	46.7	12	12.5	12	13.7	113	119.0	6	6.7
REGION 14	33	33.5	58	58.0	11	11.6	15	15.0	117	118.1	8	9.2
REGION 15	78	79.2	80	82.2	26	26.0	11	11.0	195	198.4	11	11.8
REGION 16	56	56.5	19	19.0	11	11.0	2	2.0	88	88.5	7	7.0
REGION 17	53	54.5	66	66.0	14	15.5	14	14.0	147	150.0	9	9.8
REGION 18	28	28.5	47	48.2	6	7.6	8	8.0	89	92.3	6	6.0
SUPV-COMB	0	(0.0)	5	(5.0)	10	(10.5)	0	(0.0)	15	(15.5)	1	(1.0)
SHRD SVC	0	(1.3)	0	(0.0)	9	(11.0)	0	(0.0)	9	(12.3)	3	(4.5)
TOTAL FT	11,431		13,755		3,570		2,536		31,292		2,494	
TOTAL FTE	11,645.0		14,114.2		3,688.4		2,591.1		32,038.7		2,600.0	

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Appendix C

Characteristics of Full-Time Teachers and Support Staff
Serving Public School Students, By School District
September 1984

DISTRICT	PCT FEMALE	PCT MA +	MEAN AGE	MEAN EXPER	PCT 1ST YR	MEAN SALARY	TEACHERS PER 1000 STUDENTS	SUPPORT STAFF PER 1000 STUDENTS
ANDOVER	66.7	50.0	39.8	9.8	8.3	$19,703	74.2	1.9
ANSONIA	57.1	80.7	41.4	15.1	2.9	$23,689	60.4	4.0
ASHFORD	78.6	57.1	37.7	8.7	3.6	$18,987	70.0	4.0
AVON	66.3	81.0	40.2	11.2	3.1	$22,805	77.3	6.6
BARKHAMSTED	80.0	80.0	41.2	11.6	0.0	$20,762	72.2	5.1
BERLIN	55.7	83.2	41.6	14.8	4.2	$24,400	70.2	4.7
BETHANY	65.4	69.2	44.5	15.8	0.0	$24,511	62.4	5.0
BETHEL	71.1	76.5	40.0	11.6	4.4	$23,643	56.5	5.9
BLOOMFIELD	68.9	60.9	42.4	13.5	3.4	$24,207	83.6	10.3
BOLTON	66.7	70.6	39.0	9.6	3.9	$20,536	67.8	2.9
BOZRAH	75.0	68.8	41.6	14.6	0.0	$21,605	72.9	5.9
BRANFORD	74.4	78.9	42.3	13.6	0.9	$22,604	63.0	6.4
BRIDGEPORT	68.7	82.4	41.0	12.3	4.9	$24,335	57.7	3.6
BRISTOL	61.5	76.8	41.2	14.2	1.8	$24,311	74.0	5.2
BROOKFIELD	63.5	73.5	40.6	11.6	7.6	$24,655	64.2	5.1
BROOKLYN	69.0	69.0	38.9	11.6	0.0	$20,243	64.7	1.6
CANAAN	83.3	33.3	29.8	6.0	16.7	$18,825	92.9	0.0
CANTERBURY	77.1	71.4	33.9	6.7	8.6	$18,622	55.9	2.9
CANTON	64.4	59.4	41.4	11.0	3.0	$22,904	78.7	6.6
CHAPLIN	90.9	36.4	35.3	9.3	0.0	$18,041	65.3	2.1
CHESHIRE	64.7	66.0	43.7	14.6	1.0	$24,911	67.2	5.4
CHESTER	71.4	78.6	41.0	13.4	0.0	$23,846	76.2	0.8
CLINTON	61.5	70.7	41.4	13.0	4.6	$22,331	70.8	5.7
COLCHESTER	65.4	83.2	39.6	12.7	0.9	$22,385	66.2	5.9
COLEBROOK	83.3	50.0	39.7	6.7	0.0	$17,496	103.0	0.0
COLUMBIA	81.5	40.7	42.5	12.9	7.4	$20,538	64.8	4.0
CORNWALL	85.7	28.6	38.4	12.0	14.3	$20,458	125.6	0.0
COVENTRY	65.9	61.0	40.4	11.0	3.3	$20,273	72.7	7.4
CROMWELL	67.0	63.3	40.5	13.1	1.8	$23,268	74.9	6.9
DANBURY	58.5	74.7	42.3	14.3	3.5	$28,528	62.3	5.8
DARIEN	58.6	87.1	43.5	13.8	4.3	$31,306	80.9	5.3
DEEP RIVER	72.2	83.3	45.1	18.2	0.0	$26,410	65.3	1.4
DERBY	57.8	93.3	40.7	15.1	1.1	$24,794	59.8	3.4
EASTFORD	55.6	55.6	37.2	11.1	11.1	$21,601	76.3	0.0
EAST GRANBY	67.3	75.5	41.7	13.2	4.1	$24,529	80.2	3.2

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Appendix C (continued)

Characteristics of Full-Time Teachers and Support Staff
Serving Public School Students, By School District
September 1984

DISTRICT	PCT FEMALE	PCT MA +	MEAN AGE	MEAN EXPER	PCT 1ST YR	MEAN SALARY	TEACHERS PER 1000 STUDENTS	SUPPORT STAFF PER 1000 STUDENTS
EAST HADDAM	66.2	66.2	40.6	12.0	4.2	$22,402	68.9	4.3
EAST HAMPTON	68.7	84.3	39.4	10.1	2.6	$20,560	68.7	7.6
EAST HARTFORD	64.8	79.6	44.4	17.0	0.6	$26,571	72.2	6.4
EAST HAVEN	55.2	71.5	43.8	17.4	1.8	$24,218	61.4	4.8
EAST LYME	61.2	61.7	41.8	12.8	1.4	$23,827	68.9	6.0
EASTON	67.9	84.9	42.7	12.0	3.8	$26,947	74.4	7.4
EAST WINDSOR	59.6	67.3	41.8	13.1	2.9	$22,282	75.6	8.9
ELLINGTON	58.5	73.5	40.4	13.0	2.7	$22,378	72.2	7.8
ENFIELD	60.8	84.2	41.6	14.3	1.2	$24,785	69.9	8.4
ESSEX	100.0	68.4	42.9	13.7	5.3	$23,992	69.1	0.8
FAIRFIELD	61.5	90.6	44.3	16.2	0.4	$30,353	71.8	7.1
FARMINGTON	62.0	56.5	40.9	13.6	4.3	$25,383	73.6	5.6
FRANKLIN	83.3	66.7	39.8	11.4	16.7	$19,825	72.1	7.7
GLASTONBURY	72.0	71.3	41.3	12.5	2.0	$24,562	65.8	5.1
GRANBY	68.4	61.4	41.0	11.2	4.4	$22,636	71.5	7.1
GREENWICH	68.6	88.9	42.3	12.7	4.4	$31,222	76.8	8.8
GRISWOLD	73.0	46.0	38.7	10.4	2.0	$18,565	63.1	3.5
GROTON	66.0	60.1	42.7	14.3	1.5	$26,258	71.0	3.8
GUILFORD	68.4	83.0	41.2	12.1	2.0	$22,481	69.8	3.3
HAMDEN	66.9	64.9	43.8	14.8	1.1	$26,522	75.3	7.3
HAMPTON	100.0	75.0	32.5	4.5	12.5	$17,046	67.6	2.1
HARTFORD	67.1	67.3	42.6	12.5	4.3	$25,600	69.2	6.6
HARTLAND	90.9	54.5	34.5	7.2	9.1	$17,127	74.0	2.0
HEBRON	84.1	54.5	39.4	10.9	2.3	$20,368	67.7	6.3
KENT	63.2	84.2	41.2	11.5	0.0	$23,795	78.6	0.0
KILLINGLY	62.6	57.9	39.9	10.9	2.6	$21,716	59.4	3.2
LEBANON	59.8	70.7	40.0	11.5	1.2	$20,669	73.1	5.4
LEDYARD	64.8	76.4	41.1	12.7	3.4	$22,535	68.4	6.5
LISBON	85.2	63.0	36.3	8.7	11.1	$17,707	62.6	0.0
LITCHFIELD	60.2	86.4	41.4	13.2	1.9	$24,704	79.0	6.0
MADISON	66.0	54.7	40.6	11.5	3.9	$23,155	65.2	5.0
MANCHESTER	67.5	63.0	43.3	14.2	2.4	$24,788	64.8	5.2
MANSFIELD	80.0	73.8	43.1	12.8	2.5	$22,867	80.6	5.1
MARLBOROUGH	75.0	61.1	42.0	11.8	0.0	$20,984	70.5	1.1
MERIDEN	63.7	62.0	40.3	13.6	0.6	$24,481	64.6	5.6

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DISTRICT	PCT FEMALE	PCT MA +	MEAN AGE	MEAN EXPER	PCT 1ST YR	MEAN SALARY	TEACHERS PER 1000 STUDENTS	SUPPORT STAFF PER 1000 STUDENTS
MIDDLETOWN	67.7	60.5	39.2	12.0	2.3	$23,403	74.3	4.1
MILFORD	69.5	86.8	43.9	15.4	0.4	$26,189	63.1	4.6
MONROE	66.0	60.8	40.4	11.6	4.3	$22,534	60.5	5.5
MONTVILLE	58.5	52.8	43.3	14.8	0.5	$23,787	65.3	5.3
NAUGATUCK	71.6	76.6	40.7	12.6	3.3	$23,173	61.6	4.7
NEW BRITAIN	65.7	80.0	43.7	16.2	2.4	$26,748	77.9	7.9
NEW CANAAN	60.1	89.0	44.9	14.4	1.8	$34,232	71.9	5.7
NEW FAIRFIELD	63.1	65.2	39.0	8.8	5.3	$22,123	67.6	6.4
NEW HARTFORD	82.1	67.9	44.0	13.6	0.0	$21,997	76.2	3.5
NEW HAVEN	68.1	72.3	41.6	12.9	1.3	$22,592	64.4	3.9
NEWINGTON	61.5	71.3	44.3	16.3	3.4	$28,099	68.2	6.0
NEW LONDON	65.8	52.8	39.9	11.3	3.7	$21,258	80.9	4.0
NEW MILFORD	67.4	65.9	39.6	11.1	4.8	$23,588	59.5	4.3
NEWTOWN	63.8	85.6	42.4	12.3	8.6	$25,393	63.8	5.9
NORFOLK	85.7	57.1	48.9	18.6	0.0	$25,134	81.3	2.8
NORTH BRANFORD	67.5	86.3	40.0	12.9	1.9	$21,357	69.7	5.9
NORTH CANAAN	84.0	56.0	39.4	9.9	8.0	$20,886	81.6	0.0
NORTH HAVEN	59.6	89.2	44.8	17.4	1.2	$25,821	74.2	7.1
N STONINGTON	59.0	80.3	40.9	12.4	0.0	$22,190	66.8	5.9
NORWALK	68.0	76.5	42.9	13.9	1.9	$26,183	67.9	6.2
NORWICH	77.8	86.5	41.7	13.5	3.6	$23,686	66.5	5.4
OLD SAYBROOK	61.9	67.8	43.8	14.2	5.9	$25,981	74.4	7.3
ORANGE	83.5	78.5	44.9	16.0	0.0	$25,652	74.8	6.5
OXFORD	84.1	65.2	39.7	10.2	0.0	$20,142	69.9	5.7
PLAINFIELD	68.3	56.7	38.1	10.2	3.3	$18,562	70.3	2.4
PLAINVILLE	56.3	89.8	41.5	15.1	0.6	$24,764	66.2	4.5
PLYMOUTH	63.3	83.6	43.0	14.9	0.8	$22,939	60.4	3.6
POMFRET	81.0	42.9	40.8	12.8	4.8	$18,783	64.1	1.7
PORTLAND	73.9	75.0	43.1	13.7	5.4	$22,344	68.2	5.1
PRESTON	82.9	80.0	40.3	10.4	2.9	$18,489	79.0	2.1
PUTNAM	64.7	65.7	38.3	10.5	6.9	$18,676	66.0	2.7
REDDING	72.7	90.9	43.6	13.6	1.5	$27,432	73.4	6.8
RIDGEFIELD	67.9	80.1	43.5	12.8	2.7	$28,216	70.3	7.3
ROCKY HILL	70.0	72.0	40.4	12.5	3.3	$23,510	78.7	4.9
SALEM	71.4	28.6	40.3	11.8	0.0	$20,196	62.3	3.4

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Appendix C (continued)

Characteristics of Full-Time Teachers and Support Staff
Serving Public School Students, By School District
September 1984

DISTRICT	PCT FEMALE	PCT MA +	MEAN AGE	MEAN EXPER	PCT 1ST YR	MEAN SALARY	TEACHERS PER 1000 STUDENTS	SUPPORT STAFF PER 1000 STUDENTS
SALISBURY	77.3	72.7	42.7	12.2	9.1	$22,186	94.1	0.0
SCOTLAND	80.0	40.0	40.4	12.2	0.0	$18,714	58.1	0.0
SEYMOUR	64.5	68.1	40.8	13.9	5.1	$21,443	59.6	3.6
SHARON	61.5	92.3	43.4	14.5	0.0	$24,877	83.0	0.0
SHELTON	69.7	69.1	39.7	12.3	4.4	$21,320	60.4	3.7
SHERMAN	78.9	68.4	42.1	13.0	5.3	$24,323	73.6	4.0
SIMSBURY	66.7	88.7	41.7	12.5	2.0	$25,177	65.8	6.0
SOMERS	64.2	81.1	40.6	12.2	2.1	$21,990	74.7	4.0
SOUTHINGTON	67.4	83.8	40.2	12.6	3.0	$23,004	65.0	4.3
S WINDSOR	61.2	85.2	41.3	14.2	0.4	$24,863	70.9	6.1
SPRAGUE	87.5	56.3	43.9	14.8	12.5	$20,181	69.0	0.0
STAFFORD	73.7	84.2	39.3	10.9	5.3	$20,044	63.3	9.1
STAMFORD	67.3	82.5	43.1	13.3	2.5	$28,641	84.9	9.5
STERLING	88.2	17.6	32.6	6.1	17.6	$16,801	68.2	0.0
STONINGTON	62.3	70.7	41.5	14.0	2.4	$23,704	69.6	2.7
STRATFORD	65.8	79.4	41.9	14.5	2.5	$26,435	68.1	5.2
SUFFIELD	60.6	86.4	42.1	13.5	2.3	$25,717	73.7	7.1
THOMASTON	66.2	89.7	43.5	15.0	1.5	$22,918	60.5	5.7
THOMPSON	67.7	83.9	38.2	11.2	1.1	$20,042	65.6	5.4
TOLLAND	66.2	63.4	40.0	10.7	2.1	$20,553	63.9	5.1
TORRINGTON	66.4	65.7	41.1	13.5	3.5	$23,713	65.3	6.2
TRUMBULL	57.8	92.5	43.6	15.1	2.3	$27,403	63.0	7.8
UNION	80.0	40.0	33.2	3.0	0.0	$16,158	89.3	0.0
VERNON	63.1	60.8	42.4	14.8	1.7	$23,934	67.2	5.0
VOLUNTOWN	76.5	70.6	38.1	7.6	17.6	$16,802	72.3	0.0
WALLINGFORD	61.9	86.0	42.9	15.7	1.0	$24,484	65.6	4.0
WATERBURY	62.2	57.2	41.7	15.1	1.8	$26,195	65.0	3.9
WATERFORD	61.7	68.8	43.3	14.7	1.7	$25,972	86.8	7.4
WATERTOWN	67.2	73.4	40.9	13.3	2.1	$22,465	72.1	6.7
WESTBROOK	64.4	72.9	39.4	10.1	3.4	$22,023	69.9	5.3
WEST HARTFORD	58.0	89.6	45.5	17.0	2.8	$32,059	70.8	5.2
WEST HAVEN	64.2	81.4	40.9	14.1	3.4	$24,945	70.9	4.0
WESTON	59.7	93.0	42.9	12.9	0.8	$31,328	73.6	6.8
WESTPORT	59.6	85.3	47.3	15.7	0.8	$33,574	81.4	9.1
WETHERSFIELD	62.2	81.3	43.8	16.3	0.8	$25,589	77.1	8.3

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DISTRICT	PCT FEMALE	PCT MA +	MEAN AGE	MEAN EXPER	PCT 1ST YR	MEAN SALARY	TEACHERS PER 1000 STUDENTS	SUPPORT STAFF PER 1000 STUDENTS
WILLINGTON	81.0	47.6	39.5	11.0	4.8	$19,091	71.9	5.2
WILTON	59.9	93.4	45.8	15.4	.5	$32,585	65.1	6.4
WINCHESTER	67.9	72.8	37.5	9.7	3.7	$18,486	70.2	5.5
WINDHAM	66.3	58.8	39.9	10.7	8.6	$20,227	67.4	4.1
WINDSOR	69.9	66.2	39.8	11.9	4.6	$23,177	70.5	8.1
WINDSOR LOCKS	54.4	60.3	42.5	15.5	0.0	$25,830	71.2	4.9
WOLCOTT	59.3	58.8	40.8	14.2	2.2	$22,267	64.8	5.2
WOODBRIDGE	76.2	76.2	44.7	13.8	4.8	$25,004	65.6	4.7
WOODSTOCK	78.4	75.7	40.6	11.9	0.0	$19,920	63.4	1.7
REGION 1	50.8	63.9	39.6	11.9	9.8	$23,355	98.5	8.6
REGION 4	39.1	76.8	42.4	14.3	1.4	$25,066	66.7	4.8
REGION 5	59.1	76.3	39.3	11.9	4.5	$23,417	77.2	8.8
REGION 6	59.7	74.2	42.4	14.2	3.2	$24,721	75.1	4.8
REGION 7	41.6	58.4	39.8	13.0	1.3	$22,418	67.8	6.5
REGION 8	56.9	57.8	39.2	9.6	2.0	$21,177	77.7	6.5
REGION 9	41.9	88.7	41.2	12.0	1.6	$26,892	76.8	5.3
REGION 10	69.4	86.9	38.9	10.9	3.8	$21,127	68.7	5.4
REGION 11	39.4	60.6	35.2	6.4	12.1	$18,058	88.5	5.3
REGION 12	53.2	75.3	40.0	11.1	1.3	$23,341	74.2	4.5
REGION 13	57.1	66.4	40.6	13.1	2.5	$22,716	77.8	4.4
REGION 14	59.2	77.6	39.7	11.6	4.8	$24,746	69.0	5.2
REGION 15	71.8	74.8	38.2	10.2	3.9	$22,975	68.6	4.1
REGION 16	81.9	84.0	40.5	10.7	3.2	$18,660	68.8	5.5
REGION 17	60.9	67.3	40.0	11.2	2.6	$22,877	74.3	4.9
REGION 18	64.2	71.6	39.7	11.6	5.3	$22,913	70.9	4.8
SUPV-COMB	87.5	50.0	38.6	8.8	0.0	$20,862	.	.
SHRD SVC	75.0	83.3	38.2	10.1	0.0	$22,172	.	.
TOTAL	65.3	74.3	41.9	13.4	2.8	$24,954	68.8	5.6

Note: The ratios of teachers and support staff per 1000 students have been adjusted for staff working in more than one district and minor (second) assignments of personnel. Personnel with two assignments are assumed to spend 75 percent of their time on the first assignment and 25 percent on their second assignment.

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Appendix D

Number and Characteristics of Administrators
By School District
September 1984

DISTRICT	SCHOOL LEVEL	CENTRAL OFFICE	PCT FEMALE	PCT 6YR+	MEAN AGE	MEAN EXPER	MEAN SALARY	ADMIN PER 100 NONADMIN
ANDOVER	1.0	0.3*	.	.	.	.	.	7.8
ANSONIA	9.0	3.0	8.3	100.0	47.9	24.6	$36,933	8.3
ASHFORD	1.0	1.0	0.0	100.0	37.5	10.5	$33,438	6.8
AVON	9.0	6.0	13.3	80.0	46.9	18.5	$40,608	8.9
BARKHAMSTED	1.0	0.7*	.	.	.	.	.	7.9
BERLIN	9.0	3.0	8.3	100.0	45.6	18.8	$40,067	6.7
BETHANY	1.0	1.0	0.0	100.0	55.0	30.0	$38,112	7.4
BETHEL	10.0	2.0	33.3	91.7	43.9	16.2	$38,419	7.3
BLOOMFIELD	15.0	8.0	21.7	87.0	49.6	22.1	$40,870	9.6
BOLTON	3.0	1.0	25.0	75.0	44.0	9.0	$33,096	6.8
BOZRAH	0.0+	1.0	.	.	.	.	.	6.9
BRANFORD	9.0	6.0	13.3	73.3	50.1	22.6	$34,047	8.1
BRIDGEPORT	65.0	32.0	34.0	97.9	48.3	22.5	$39,105	8.0
BRISTOL	22.7	10.0	6.3	96.9	48.8	22.9	$36,429	5.3
BROOKFIELD	6.0	2.0	0.0	62.5	46.3	17.3	$42,127	6.4
BROOKLYN	2.0	1.0	33.3	66.7	51.3	25.7	$34,266	5.6
CANAAN	1.8	0.1*	.	.	.	.	.	7.1
CANTERBURY	1.0	1.0	50.0	100.0	43.5	19.5	$31,788	6.3
CANTON	4.0	2.0	16.7	16.7	54.0	25.7	$41,227	6.5
CHAPLIN	1.0	0.2*	.	.	.	.	.	9.7
CHESHIRE	9.0	5.0	21.4	78.6	51.3	24.1	$38,694	5.6
CHESTER	1.0	0.3*	.	.	.	.	.	6.9
CLINTON	6.0	3.0	0.0	88.9	43.8	19.2	$37,953	7.0
COLCHESTER	5.0	2.0	28.6	100.0	41.7	14.4	$35,290	6.4
COLEBROOK	1.0	0.2*	.	.	.	.	.	11.5
COLUMBIA	1.0	.6	.	.	.	.	.	5.1
CORNWALL	1.0	0.1*	.	.	.	.	.	5.9
COVENTRY	5.0	1.0	16.7	83.3	43.8	12.7	$33,765	4.8
CROMWELL	5.0	2.0	14.3	100.0	42.1	15.1	$36,962	6.2
DANBURY	27.0	16.0	18.6	97.7	47.3	18.6	$40,833	7.3
DARIEN	10.0	6.0	18.8	75.0	47.8	17.0	$47,504	7.8
DEEP RIVER	1.0	0.4*	.	.	.	.	.	5.9
DERBY	5.0	1.0	0.0	100.0	49.2	24.8	$35,192	8.4
EASTFORD	0.0+	1.0	.	.	.	.	.	10.0
EAST GRANBY	2.0	2.0	25.0	100.0	42.8	15.3	$38,083	7.3

* Proportional allocation from Supervisory Combination District 4, Committee for Shared Services (Region 7), or Regional Districts 1, 9 or 11.
+ Superintendent/Principal

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DISTRICT	SCHOOL LEVEL	CENTRAL OFFICE	PCT FEMALE	PCT 6YR+	MEAN AGE	MEAN EXPER	MEAN SALARY	ADMIN PER 100 NONADMIN
EAST HADDAM	4.0	1.0	20.0	60.0	45.4	20.0	$35,376	6.9
EAST HAMPTON	5.0	3.0	12.5	62.5	41.3	11.4	$35,262	6.7
EAST HARTFORD	22.0	11.0	15.2	84.8	49.9	23.7	$39,512	7.7
EAST HAVEN	13.0	7.0	15.0	95.0	49.9	25.4	$34,776	9.5
EAST LYME	8.0	4.0	33.3	75.0	44.4	13.0	$38,800	5.6
EASTON	2.0	0.5*	0.0	50.0	48.0	22.0	$47,000	4.5
EAST WINDSOR	4.0	4.0	12.5	87.5	47.5	19.3	$35,770	8.4
ELLINGTON	7.0	1.0	12.5	75.0	47.5	21.6	$38,466	5.4
ENFIELD	20.0	11.0	9.7	87.1	50.7	24.7	$40,075	6.7
ESSEX	1.0	0.5*	.	.	.	.	.	5.9
FAIRFIELD	23.0	8.4	16.7	100.0	50.3	24.0	$44,379	5.8
FARMINGTON	8.0	3.0	27.3	90.9	44.9	15.5	$43,365	5.7
FRANKLIN	1.0	0.0	.	.	.	.	.	6.8
GLASTONBURY	13.0	13.0	34.6	61.5	46.6	18.6	$39,691	7.6
GRANBY	6.0	3.0	22.2	88.9	47.3	16.3	$37,123	8.8
GREENWICH	25.0	15.0	35.0	95.0	48.2	17.3	$48,146	7.0
GRISWOLD	4.0	2.0	16.7	66.7	44.2	21.2	$32,037	6.0
GROTON	26.0	5.0	3.2	87.1	47.7	20.7	$38,126	7.4
GUILFORD	8.0	5.0	7.7	53.8	48.5	20.7	$39,525	4.8
HAMDEN	17.0	12.0	20.7	96.6	47.2	21.8	$36,883	6.1
HAMPTON	1.0	0.2*	.	.	.	.	.	11.7
HARTFORD	91.0	32.0	24.4	24.4	50.1	21.9	$44,324	6.9
HARTLAND	0.0	1.1*	.	.	.	.	.	7.4
HEBRON	2.0	0.8*	0.0	100.0	45.0	23.0	$37,750	5.6
KENT	1.0	0.3*	.	.	.	.	.	5.8
KILLINGLY	9.0	2.0	9.1	45.5	43.2	12.6	$33,945	6.7
LEBANON	2.0	1.0	0.0	100.0	47.7	16.7	$36,157	5.0
LEDYARD	12.0	3.0	6.7	93.3	43.6	18.7	$34,744	7.7
LISBON	0.0	1.0	.	.	.	.	.	3.5
LITCHFIELD	4.0	2.0	0.0	50.0	48.5	17.8	$46,129	9.3
MADISON	9.0	3.0	25.0	58.3	40.2	14.1	$37,423	5.7
MANCHESTER	24.0	6.0	16.7	90.0	48.5	21.2	$39,468	7.4
MANSFIELD	5.0	2.0	28.6	71.4	51.6	18.3	$35,826	8.4
MARLBOROUGH	2.0	0.6*	0.0	100.0	39.0	13.5	$32,611	6.5
MERIDEN	20.0	12.0	12.5	87.5	45.9	21.6	$38,853	6.6

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Appendix D (continued)

Number and Characteristics of Administrators
By School District
September 1984

DISTRICT	SCHOOL LEVEL	CENTRAL OFFICE	PCT FEMALE	PCT 6YR+	MEAN AGE	MEAN EXPER	MEAN SALARY	ADMIN PER 100 NONADMIN
MIDDLETOWN	14.0	8.0	4.5	63.6	44.4	20.0	$37,466	6.3
MILFORD	20.0	16.0	16.7	91.7	52.9	25.4	$38,967	7.5
MONROE	8.0	3.0	18.2	81.8	47.5	20.6	$41,665	6.2
MONTVILLE	11.0	3.0	14.3	85.7	46.4	21.1	$34,986	7.1
NAUGATUCK	14.0	4.0	5.6	94.4	53.2	28.3	$35,818	6.2
NEW BRITAIN	22.0	18.0	25.0	97.5	50.4	23.5	$40,677	7.1
NEW CANAAN	11.0	3.0	21.4	92.9	49.3	19.4	$49,937	5.6
NEW FAIRFIELD	7.0	2.0	11.1	55.6	46.2	15.6	$36,417	4.7
NEW HARTFORD	2.0	1.2*	0.0	100.0	48.3	26.0	$41,424	9.3
NEW HAVEN	81.0	32.0	21.2	91.2	50.3	22.7	$38,162	9.7
NEWINGTON	10.0	7.0	11.8	76.5	49.1	23.2	$46,255	6.2
NEW LONDON	11.0	4.0	13.3	73.3	50.3	23.1	$38,916	5.5
NEW MILFORD	8.0	4.0	33.3	91.7	45.4	19.7	$39,790	5.4
NEWTOWN	10.0	3.0	15.4	76.9	47.2	19.2	$42,695	5.6
NORFOLK	1.0	0.3*	.	.	.	.	.	13.0
NORTH BRANFORD	8.0	2.0	0.0	90.0	47.1	24.0	$36,362	7.5
NORTH CANAAN	1.0	0.4*	.	.	.	.	.	5.0
NORTH HAVEN	10.0	4.0	28.6	100.0	52.7	25.0	$39,613	6.5
N STONINGTON	3.0	2.0	20.0	80.0	53.0	24.4	$32,789	8.1
NORWALK	31.0	18.0	26.5	91.8	51.0	23.8	$42,617	6.8
NORWICH	16.0	5.0	38.1	95.2	46.4	21.1	$35,830	7.6
OLD SAYBROOK	4.0	3.0	28.6	85.7	48.3	21.6	$41,058	5.7
ORANGE	4.0	2.0	50.0	83.3	47.5	20.0	$39,567	7.2
OXFORD	2.0	1.0	0.0	100.0	45.3	19.0	$34,519	4.2
PLAINFIELD	7.0	2.0	22.2	55.6	48.9	22.3	$33,388	5.0
PLAINVILLE	7.0	3.0	10.0	90.0	46.9	20.8	$36,409	6.2
PLYMOUTH	6.0	1.0	14.3	85.7	46.4	22.9	$33,928	5.2
POMFRET	0.0+	1.0	.	.	.	.	.	4.2
PORTLAND	6.0	2.0	12.5	100.0	45.8	19.3	$36,936	8.3
PRESTON	3.0	0.0	0.0	100.0	52.0	25.7	$31,046	7.9
PUTNAM	4.0	2.0	0.0	83.3	47.8	15.3	$30,794	5.9
REDDING	3.0	0.7*	33.3	100.0	47.0	16.0	$43,750	5.6
RIDGEFIELD	8.0	8.0	12.5	87.5	47.8	20.7	$44,485	6.4
ROCKY HILL	5.0	3.0	0.0	87.5	47.4	20.1	$40,489	5.2
SALEM	0.0	3.0	66.7	33.3	36.0	10.0	$28,744	11.5

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DISTRICT	SCHOOL LEVEL	CENTRAL OFFICE	PCT FEMALE	PCT 6YR+	MEAN AGE	MEAN EXPER	MEAN SALARY	ADMIN PER 100 NONADMIN
SALISBURY	1.0	0.3*	.	.	.	.	.	5.1
SCOTLAND	0.0	0.1*	.	.	.	.	.	11.5
SEYMOUR	9.0	1.0	30.0	100.0	48.4	25.3	$36,937	7.2
SHARON	1.0	0.2*	.	.	.	.	.	7.6
SHELTON	12.0	5.0	17.6	82.4	47.1	24.0	$37,284	6.3
SHERMAN	1.0	1.0	0.0	50.0	36.0	6.5	$32,238	9.1
SIMSBURY	12.0	6.0	22.2	83.3	46.6	19.6	$41,068	7.0
SOMERS	6.0	1.0	14.3	71.4	40.3	13.4	$34,979	8.2
SOUTHINGTON	18.0	7.0	16.0	76.0	49.8	24.7	$38,477	6.3
S WINDSOR	9.0	5.0	35.7	85.7	44.1	17.4	$39,118	7.2
SPRAGUE	1.0	.2	.	.	.	.	.	6.7
STAFFORD	5.0	1.0	16.7	100.0	41.7	16.8	$32,988	5.6
STAMFORD	45.0	23.0	27.9	94.1	48.5	21.2	$48,760	6.2
STERLING	0.0+	1.0	.	.	.	.	.	5.6
STONINGTON	9.0	2.0	9.1	72.7	50.3	24.9	$36,100	7.2
STRATFORD	22.0	13.0	22.9	97.1	49.9	23.5	$38,340	7.8
SUFFIELD	5.0	4.0	11.1	88.9	46.1	16.6	$38,123	6.6
THOMASTON	5.0	2.0	0.0	85.7	49.3	19.0	$36,598	13.1
THOMPSON	5.0	1.0	33.3	83.3	53.7	23.2	$32,992	6.3
TOLLAND	5.0	1.0	0.0	83.3	44.8	13.5	$40,460	8.0
TORRINGTON	10.0	5.0	20.0	73.3	49.1	22.1	$36,268	5.6
TRUMBULL	15.0	11.0	19.2	100.0	49.8	24.1	$40,388	8.1
UNION	0.0++	.1	.	.	.	.	.	6.4
VERNON	13.0	7.0	10.0	80.0	48.6	20.8	$40,257	7.1
VOLUNTOWN	0.0+	1.0	.	.	.	.	.	5.8
WALLINGFORD	16.0	4.0	5.0	75.0	48.0	22.6	$37,209	5.7
WATERBURY	65.0	5.7	21.4	92.9	48.6	22.7	$34,725	8.0
WATERFORD	10.0	4.0	14.3	35.7	50.4	22.6	$39,191	5.8
WATERTOWN	11.0	5.0	6.3	93.8	48.8	21.1	$34,347	6.8
WESTBROOK	3.0	1.0	25.0	75.0	48.3	24.5	$38,950	9.2
WEST HARTFORD	20.0	20.0	37.5	57.5	45.6	17.9	$45,471	7.3
WEST HAVEN	21.0	10.0	16.1	100.0	46.9	23.1	$38,027	6.6
WESTON	6.0	1.0	28.6	85.7	46.4	13.9	$49,711	8.9
WESTPORT	17.0	5.0	18.2	95.5	46.6	16.0	$46,382	7.2
WETHERSFIELD	10.0	13.0	26.1	56.5	48.9	23.2	$39,059	8.7

++ Teacher/principal

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Appendix D (continued)

Number and Characteristics of Administrators
By School District
September 1984

DISTRICT	SCHOOL LEVEL	CENTRAL OFFICE	PCT FEMALE	PCT 6YR+	MEAN AGE	MEAN EXPER	MEAN SALARY	ADMIN PER 100 NONADMIN
WILLINGTON	1.0	1.0	0.0	50.0	41.0	9.5	$36,744	4.5
WILTON	12.0	4.8	18.8	100.0	52.3	23.8	$52,202	8.0
WINCHESTER	5.0	1.0	16.7	100.0	44.7	19.8	$33,631	7.9
WINDHAM	9.0	5.0	21.4	50.0	49.2	20.4	$34,916	5.3
WINDSOR	24.0	8.0	25.0	68.8	45.3	18.3	$38,455	9.2
WINDSOR LOCKS	6.0	2.0	12.5	87.5	50.9	26.3	$39,036	7.9
WOLCOTT	12.0	2.0	7.1	78.6	48.4	21.6	$36,065	7.2
WOODBRIDGE	1.0	2.0	33.3	100.0	53.0	10.3	$40,046	6.7
WOODSTOCK	1.0	1.0	0.0	50.0	54.5	31.5	$34,000	5.2
REGION 1	2.0	0.6*	0.0	75.0	50.3	21.0	$36,438	5.2
REGION 4	3.0	1.8*	0.0	33.3	46.7	13.7	$39,579	8.0
REGION 5	7.0	3.0	20.0	80.0	45.7	21.1	$45,005	8.7
REGION 6	5.0	2.0	0.0	71.4	44.9	15.4	$35,417	9.3
REGION 7	4.0	1.5*	0.0	100.0	45.4	15.6	$36,211	9.4
REGION 8	5.0	1.4*	37.5	62.5	48.1	13.4	$36,189	6.2
REGION 9	3.0	0.4*	25.0	75.0	47.3	22.0	$48,267	6.5
REGION 10	6.0	3.0	11.1	88.9	45.3	18.2	$37,407	5.5
REGION 11	1.0	1.5*	50.0	100.0	43.5	5.5	$29,098	9.9
REGION 12	3.0	2.0	20.0	80.0	50.0	17.0	$36,609	8.8
REGION 13	6.0	2.0	37.5	62.5	44.9	14.4	$35,904	6.4
REGION 14	7.0	1.0	12.5	100.0	40.0	12.5	$34,869	6.5
REGION 15	12.0	7.0	21.1	68.4	44.5	17.8	$37,731	8.3
REGION 16	5.0	2.0	14.3	100.0	48.7	21.4	$31,663	7.4
REGION 17	6.0	2.0	12.5	87.5	46.5	19.4	$37,145	6.2
REGION 18	5.0	2.0	14.3	100.0	48.1	20.4	$38,211	6.8
SUPV-COMB	0.0	(2.2)	50.0	50.0	53.5	25.0	$44,672	(13.3)
SHRD SVC	0.0	(1.0)	.	.	.	.	.	(6.0)
TOTAL	1546.0	697.3	19.5	81.9	48.1	21.0	$39,552	7.0

Notes: 1. Where an individual's characteristics might be identified, the data deliberatively have not been reported.
2. The ratios of administrators per hundred nonadministrators have been adjusted for staff working in more than one district and minor (second) assignments of personnel. Personnel with two assignments are assumed to spend 75 percent of their time on the first assignment and 25 percent on their second assignment.

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